DOCUMENT RESUME

ED 450 812 IR 058 086

AUTHOR	Kyrillidou, Martha, Comp.; Wetzel, Karen, Comp.
TITLE	ARL Annual Salary Survey, 2000-2001.
INSTITUTION	Association of Research Libraries, Washington, DC.
ISSN	ISSN-0361-5669
PUB DATE	2001-00-00
NOTE	116p.; Edited by Martha Kyrillidou and Karen Wetzel.
AVAILABLE FROM	Association of Research Libraries, 21 Dupont Circle, NW, Suite 800, Washington, DC 20036. ($39/year plus $6 shipping and handling, ARL members; $79/year, plus $6 shipping and handling, nonmembers). Tel: 202-296-2296; Fax: 202-872-0884; e-mail: pubs@arl.org.
PUB TYPE	Numerical/Quantitative Data (110) -- Tests/Questionnaires (160)
EDRS PRICE	MF01/PC05 Plus Postage.
DESCRIPTORS	*Academic Libraries; Foreign Countries; Higher Education; Law Libraries; *Library Personnel; Library Statistics; Library Surveys; Medical Libraries; Occupational Information; *Professional Personnel; Questionnaires; *Research Libraries; *Salaries; Tables (Data)
IDENTIFIERS	*Association of Research Libraries; Canada; United States

ABSTRACT

This document reports the 2000-2001 salary data for all professional staff working in ARL (Association of Research Libraries) libraries. Data for 8,882 professional staff members were reported for the 112 ARL university libraries, including their law and medical libraries (811 staff members reported by 68 medical libraries and 708 staff members reported by 72 law libraries). For the 10 non-university ARL members, data were reported for 3,731 professional staff members. The tables are organized in seven major sections: (1) salary figures for all professionals working in ARL member libraries, including law and medical library data; (2) salary information for the 10 non-university research libraries of ARL; (3) data for the general library system of the university ARL members, combing U.S. and Canadian data but excluding law and medical data; (4) data on U.S. ARL university library members excluding law and medical data; (5) data on Canadian ARL university libraries excluding law and medical data; (6) data on medical libraries, combining U.S. and Canadian data; and (7) data on law libraries, combining U.S. and Canadian data. The university population is generally treated in three distinct groups: staff in the "general" library system, staff in the university medical libraries, and staff in the university law libraries. All branch libraries for which data were received, other than law and medical, are included in "the general" category, whether or not those libraries are administratively independent. Most tables show Canadian salaries converted into U.S. dollar equivalents at the rate of 1.4719 Canadian dollars per U.S. dollar; however the tables pertaining exclusively to staff in Canadian university libraries express salary data in Canadian dollars. A list of ARL member libraries and a table of numbering changes for 1998-99 to 1999-2000 is appended. (Contains 48 data tables.) (AEF)

Reproductions supplied by EDRS are the best that can be made
from the original document.

ARL Annual Salary Survey

Association of Research Libraries

ISSN 0361-5669

2000-01

ED 450 812

IR058086

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY

C.A. Mandel

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

1

2

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

This document has been reproduced as received from the person or organization originating it.

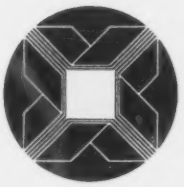
Minor changes have been made to improve reproduction quality.

Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

¢ $ $ $

BEST COPY AVAILABLE

ARL Annual Salary Survey 2000-2001



Compiled and Edited by

Martha Kyrillidou
Karen Wetzel

Association of Research Libraries
Washington, D.C.
2001

ARL Annual Salary Survey is published by

Association of Research Libraries
21 Dupont Circle, NW, Suite 800
Washington, D.C. 20036
Telephone: (202) 296-2296
FAX: (202) 872-0884
email: pubs@arl.org

Custom reports based on the *Salary Survey* data are also available. Contact the ARL Statistics and Measurement Program Officer for further information.

The quantitative rank order tables presented in this publication are not indicative of performance and outcomes and should not be used as measures of library quality. In comparing any individual library to ARL medians or to other ARL members, one must be careful to make such comparisons within the context of differing institutional and local goals and characteristics.

Visit the ARL Statistics and Measurement Program online at <http://www.arl.org/stats/>.

ISSN 0361-5669

© Copyright Notice

The compilation is copyrighted by the Association of Research Libraries. Blanket permission is granted to reproduce and distribute copies of this work for nonprofit, educational, or library purposes, provided that the author, source, and copyright notice are included on each copy. This permission is in addition to rights of reproduction granted under Sections 107, 108, and other provisions of the U.S. Copyright Act.

The paper used in this publication meets the minimum requirements of American National Standard for Information Sciences—Permanence of Paper for Printed Library Materials, ANSI Z39.48-1992.

Printed in the United States of America

TABLE OF CONTENTS

Page

INTRODUCTION 11

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

Table 1: Distribution by Salary Level 25

Table 2: Salary Trends in ARL University Libraries 26

Table 3: Salary Trends in U.S. ARL University Libraries 27

Table 4: Salary Trends in Canadian ARL University Libraries 28

ARL NONUNIVERSITY LIBRARIES

Table 5: Median and Beginning Professional Salaries in ARL Nonuniversity Libraries 30

Table 6: Salary Trends in ARL Nonuniversity Libraries 31

ARL UNIVERSITY LIBRARIES

Table 7: Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Libraries, FY 2000–2001 34

Table 8: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999–2000 36

Table 9: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 2000–2001 37

Table 10: Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999–2000 38

Table 11: Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 2000–2001 39

Table 12: Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999–2000 40

Table 13: Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 2000–2001 41

Table 14: Average, Median, and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings, FYs 1997–98 to 2000–2001 42

Table 15: Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 2000–2001 46

Table 16: Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 2000–2001 47

Table 17: Number and Average Salaries of ARL University Librarians by Position and Sex, FY 2000–2001 48

Table 18: Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 2000–2001 49

Table 19: Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 2000–2001 50

Table 20: Average Salaries of ARL University Librarians by Position and Years of Experience, FY 2000–2001 51

Table 21: Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 2000–2001 52

Table 22: Years of Experience of ARL University Librarians by Position and Type of Institution, FY 2000–2001 53

Table 23: Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 2000–2001 54

Table 24: Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 2000–2001 55

Table 25: Average Salaries of ARL University Librarians by Position and Geographic Region, FY 2000–2001 56

ARL University Libraries by Geographic Region 57

U.S. ARL UNIVERSITY LIBRARIES

Table 26: Average Salaries of U.S. ARL University Librarians by Position and Years of Experience, FY 2000–2001 61

Table 27: Number and Average Salaries of Minority U.S. ARL University Librarians by Position and Sex, FY 2000–2001 62

Table 28: Number and Average Years of Experience of Minority U.S. ARL University Librarians by Position and Sex, FY 2000–2001 63

Table 29: Number and Average Salaries of U.S. ARL University Librarians by Years of Experience and Sex, FY 2000–2001 64

Table 30: Number and Average Salaries of Minority U.S. ARL University Librarians by Years of Experience and Sex, FY 2000–2001 64

CANADIAN ARL UNIVERSITY LIBRARIES

Table 31: Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 2000-2001 69

Table 32: Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 2000–2001 70

Table 33: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 2000–2001 71

Table 34: Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 2000–2001 72

ARL UNIVERSITY MEDICAL LIBRARIES

Table 35: Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Professional Experience in ARL University Medical Libraries, FY 2000–2001 74

Table 36: Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2000–2001 76

Table 37: Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2000–2001 77

Table 38: Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 2000–2001 78

Table 39: Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 2000–2001 79

Table 40: Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 2000–2001 80

Table 41: Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 2000–2001 81

ARL UNIVERSITY LAW LIBRARIES

Table 42: Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Law Libraries, FY 2000–2001 84

Table 43: Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2000–2001 86

Table 44: Median Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2000–2001 87

Table 45: Average Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 2000–2001 88

Table 46: Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 2000–2001 89

Table 47: Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, FY 2000–2001 90

Table 48: Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 2000–2001 91

ARL ANNUAL SALARY SURVEY 2000–2001

University Library Questionnaire and Instructions 95

Nonuniversity Library Questionnaire and Instructions 111

FOOTNOTES 115

APPENDIX A: ARL MEMBER LIBRARIES 125

APPENDIX B: TABLE NUMBERING CHANGES FOR 1998-99 to 1999-2000 127

INTRODUCTION

INTRODUCTION

The *ARL Annual Salary Survey 2000-2001* reports salary data for all professional staff working in ARL libraries. The Association of Research Libraries (ARL) represents the interests of 122 libraries that serve major North American research institutions.[1] The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement program, which produces the *Salary Survey*, is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The *ARL Annual Salary Survey* is the most comprehensive and thorough guide to current salaries in large U.S. and Canadian academic and research libraries, and is a valuable management and research tool.

Data for 8,882 professional staff members were reported this year for the 112 ARL university libraries, including their law and medical libraries (811 staff members reported by 68 medical libraries and 708 staff members reported by 72 law libraries). For the 10 nonuniversity ARL members, data were reported for 3,731 professional staff members.

The tables are organized in seven major sections. The first section includes Tables 1 through 4, which report salary figures for all professionals working in ARL member libraries, including law and medical library data. The second section includes salary information for the 10 nonuniversity research libraries of ARL. The third section, entitled "ARL University Libraries," reports data in Tables 7 through 25 for the "general" library system of the university ARL members, combining U.S. and Canadian data but excluding law and medical data. The fourth section, composed of Tables 26 through 30, reports data on U.S. ARL university library members excluding law and medical data; the fifth section, Tables 31–34, reports data on Canadian ARL university libraries excluding law and medical data. The sixth section, Tables 35–41, reports data on medical libraries, and the seventh section, Tables 42–48, reports on law libraries, combining U.S. and Canadian data.

The university population is generally treated in three distinct groups: staff in the "general" library system, staff in the university medical libraries, and staff in the university law libraries. All branch libraries for which data were received, other than law and medical, are included in the "general" category, whether or not those libraries are administratively independent. Footnotes for many institutions provide information on branch inclusion or exclusion.

Most tables show Canadian salaries converted into U.S. dollar equivalents at the rate of 1.4719 Canadian dollars per U.S. dollar.[2] Tables 4 and 31 through 34, however, pertain exclusively to staff in Canadian university libraries, so salary data in those tables are expressed in Canadian dollars.

---

[1] Boston College became an ARL member in 2000. This year, its salary survey data are included in the publication for the first time.

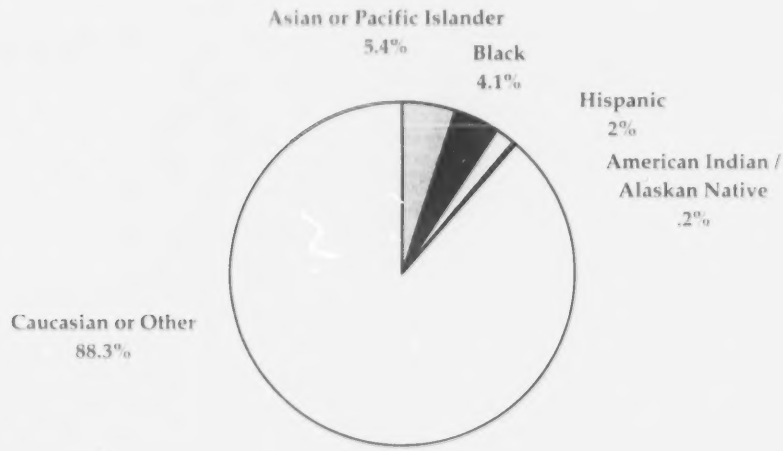
[2] This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 1999-June 2000.

Race and Ethnicity

There were 952 minority professional staff reported in 98 U.S. ARL university libraries, including law and medical—59 more than last year, the largest increase in the number of minority professionals in recent years. Note that the data for minority professionals comes only from the U.S. ARL university libraries following the Equal Employment Opportunity Commission (EEOC) definitions; Canadian law prohibits the identification of Canadians by ethnic category.

Currently, minority staff make up 11.7% of the professional staff in U.S. ARL university libraries (including law and medical). The number of minorities in managerial or administrative positions in the largest U.S. academic libraries is even lower: 5.1% are directors (5 out of 97), 7.5% are associate or assistant directors (27 out of 358), and 10.6% are branch librarians (51 out of 478). The overall racial/ethnic distribution of professional staff in U.S. ARL university libraries is: Caucasian/Other 88.3%, Asian/Pacific Islander 5.4%, Black 4.1%, Hispanic 2%, and American Indian/Alaskan Native .2% (see Graph 1). Recent race and ethnicity data from the American Library Association (ALA) on academic libraries show that the sample of academic libraries surveyed by ALA has a higher representation of Blacks, Asian/Pacific Islanders, and American Indian/Alaskan Native than ARL libraries.[3] ARL U.S. university libraries have a lower proportion of Hispanics (.1% less) but more Asian/Pacific Islanders (.4% more) compared to last year.

Graph 1
Ethnicity/Race of Professional Staff in U.S. ARL University Libraries, 2000-01



Minority professional staff in U.S. ARL university libraries continues to be disproportionately distributed across the country. In Figure 1, we can compare the number of minority staff with other staff, region by region. These patterns of distribution have been

[3] Mary Jo Lynch, "Librarians' Salaries: Smaller Increases This Year," *American Libraries* 29.10 (1998): 66-70. Also available at <http://www.ala.org/alaorg/ors/racethnc.html>.

relatively stable for the entire history of ARL's data-collection experience. Minorities are underrepresented in the East South Central, West North Central, New England, Mountain, and East North Central regions (see Table 25 for a definition of the regions). Proportionately to other regions, there are more minorities in the Pacific, South Atlantic, West South Central, and Middle Atlantic areas.

Figure 1

MINORITY PROFESSIONALS BY REGION (U.S.)
IN ARL UNIVERSITY LIBRARIES, FY 2000-01

	New England	Middle Atlantic	E North Central	W North Central	South Atlantic	East S Central	West S Central	Mountain	Pacific	TOTAL	%
Race/Ethnicity Category											
Black	35	48	52	26	99	17	30	6	24	337	35.40%
Hispanic	17	24	16	5	32	1	29	19	22	165	17.33%
Asian	54	76	66	13	59	3	36	17	112	436	45.80%
AI/AN[4]		2	6	1				2	3	14	1.47%
Minority Total	106	150	140	45	190	21	95	44	161	952	100.00%
Minority Percent	11.13%	15.76%	14.71%	4.73%	19.96%	2.21%	9.98%	4.62%	16.91%	100.00%	11.71%
Nonminority Total	1,026	1,094	1,274	475	1,155	310	610	411	820	7,175	
Nonminority Percent	14.30%	15.25%	17.76%	6.62%	16.10%	4.32%	8.50%	5.73%	11.43%	100.00%	88.29%
Regional Percent Total staff	13.93%	15.31%	17.40%	6.40%	16.55%	4.07%	8.67%	5.60%	12.07%	100.00%	100.00%
Proportional Minority Representation	-22.13%	3.34%	-17.18%	-28.60%	23.98%	-48.94%	17.38%	-19.31%	47.98%		

ARL recognizes the difficulties that the profession has in attracting a diverse workforce and continues to work actively in the development of workplace climates that embrace diversity. The ARL Diversity Program, through its Leadership and Career Development Program and the Initiative to Recruit a Diverse Workforce, emphasizes ARL and its members' commitment to creating a diverse academic and research library community to better meet the new challenges of global competition and changing demographics. Further, the Diversity Program focuses on issues surrounding work relationships in libraries while considering the impact of diversity on library services, interactions with library users, and the development of collections, through such venues as its online publication, *Leading Ideas*.[5]

Women comprise 69.64% of staff in the four racial/ethnic groups that comprise minority staff, as compared to 63.68% of Caucasian/Other staff in all U.S. ARL university libraries. The overall gender balance in the 112 Canadian and U.S. university libraries (including law and

[4] American Indian/Alaskan Native.

[5] For more information on the ARL Diversity Program see <http://www.arl.org/diversity/>. *Leading Ideas* is available at <http://www.arl.org/diversity/leading/index.html>.

BEST COPY AVAILABLE

medical) is 35.62% male and 64.38% female. See Figure 1, above, and Figure 2, below, for more detail on race/ethnic and gender distribution.

Figure 2

RACE/ETHNICITY AND SEX DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES FY 2000-2001

United States

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,486	37.02%	4,229	62.98%	6,715
Medical	182	24.63%	557	75.37%	739
Law	227	33.73%	446	66.27%	673
Minority[6]	289	30.36%	663	69.64%	952
Non-minority	2,606	36.32%	4,569	63.68%	7,175
All	2,895	35.62%	5,232	64.38%	8,127

Canada

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	225	34.72%	423	65.28%	648
Medical	13	18.06%	59	81.94%	72
Law	14	40.00%	21	60.00%	35
All	252	33.38%	503	66.62%	755

United States and Canada (Combined)

	Men		Women		Total
	Number of Staff	Percent of Total	Number of Staff	Percent of Total	
Main	2,711	36.82%	4,652	63.18%	7,363
Medical	195	24.04%	616	75.96%	811
Law	241	34.04%	467	65.96%	708
All	3,147	35.43%	5,735	64.57%	8,882

GENDER DATA

Many readers of previous surveys have inquired about evidence of gender-based salary differentials in ARL libraries. Data on salary comparisons for directors also are frequently requested. For the fifth consecutive year, the average salary for female directors in university libraries is slightly higher than the average salary for male directors (see Table 17). In addition, the number of women in the top administrative library position (for instance, 51 women directors out of 111 total directorships were reported this year) continues to grow.

Looking at other job categories, though, as Table 17 demonstrates, average salaries for men in most cases still surpass those of women in the same job category. For only 12 categories of the 27 used in the tables do average salaries of women exceed those of men. Moreover, the overall salary for women is still only 93.9% that of men for the 112 ARL university libraries (93% for 98 ARL university libraries reporting data throughout the salary survey history). Table

[6] Includes staff in medical and law libraries.

BEST COPY AVAILABLE

18 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 17, revealing that experience differentials between men and women cannot account fully for the salary differentials. Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in every one of the experience cohorts, a pattern that is also repeated for minority librarians: the average salary for minority men is higher than that for minority women in nine of the ten experience cohorts (see Table 30).

Looking at the salaries over a longer period of time and holding constant the number of libraries over a 20-year period (Figure 3), we can see that, though the earnings gap lessens with each period and across different job categories, the process is very slow. Women earned more than men in two job categories (Head of Documents and Circulation) in 1980-81; in 1990-91 women earned more than men in three job categories (Director, Head of Serials, and Head of Documents); and most recently women earned more than men in seven job categories (Director, Head of Reference, Head of Documents, Head of Circulation, Head of Computer Systems, Technical Services, and Cataloger). Overall, women earned the equivalent of 87% of men's salaries in 1980-81, 90% in 1990-91, and 93% in 2000-01.

Figure 3

SALARY DIFFERENTIALS FOR MEN AND WOMEN FROM 1980-81 TO 2000-01
(reporting data for 98 ARL university libraries)

	1980-81			1990-91			2000-01		
Job Category	Women Mean	Men Mean	Female-to-Male Earnings Ratio	Women Mean	Men Mean	Female-to-Male Earnings Ratio	Women Mean	Men Mean	Female-to-Male Earnings Ratio
Director	$44,872	$48,158	93%	$95,239	$94,196	101%	$136,422	$135,495	101%
Associate Director	34,492	37,092	93%	58,761	62,882	93%	83,283	86,360	96%
Assistant Director	28,975	31,776	91%	53,517	56,041	95%	73,105	77,178	95%
Head, Medical	33,941	36,752	92%	69,632	71,077	98%	97,472	105,847	92%
Head, Law	36,839	40,248	92%	76,107	85,642	89%	111,825	124,969	89%
Head, Branch	22,679	24,968	91%	41,444	45,412	91%	57,471	63,542	90%
Functional Specialist	20,218	22,274	91%	35,574	35,659	100%	47,630	47,879	99%
Subject Specialist	21,083	21,911	96%	37,445	40,206	93%	50,645	54,134	94%
Head, Acquisitions	N/A	N/A	N/A	40,485	42,413	95%	53,954	56,793	95%
Head, Reference	22,966	24,257	95%	41,546	42,655	97%	58,463	56,981	103%
Head, Cataloging	23,659	24,315	97%	40,256	43,226	93%	55,193	56,911	97%
Head, Serials	21,557	21,768	99%	40,437	39,565	102%	49,427	56,438	88%
Head, Documents	21,830	21,293	103%	40,985	37,850	108%	52,760	52,510	100%
Head, Circulation	20,942	20,731	101%	35,649	37,291	96%	51,659	45,780	113%
Head, Rare books	22,043	27,138	81%	41,729	48,842	85%	57,561	67,860	85%
Head, Computer Systems	N/A	N/A	N/A	45,571	46,266	98%	63,623	63,170	101%
Head, Other	21,725	23,988	91%	39,542	43,519	91%	55,120	57,842	95%
Public services	18,017	18,959	95%	32,750	34,600	95%	43,099	43,716	99%
Technical services	18,169	18,693	97%	34,190	34,804	98%	46,695	45,214	103%
Administration	20,249	21,148	96%	36,833	38,370	96%	46,982	62,134	76%
Reference librarian	N/A	N/A	N/A	33,258	33,808	98%	44,181	44,976	98%
Cataloger	N/A	N/A	N/A	33,211	33,637	99%	46,331	45,215	102%
TOTAL	$20,338	$23,515	87%	$38,024	$42,089	90%	$52,361	$56,245	93%

BEST COPY AVAILABLE

Graph 2 shows the annual female-to-male earnings ratio since 1980-81. Female directors have closed the earnings gap, but women overall are still being paid less than men. The gender gap in salaries is closing slowly in ARL libraries.

Graph 2
FEMALE-TO-MALE EARNINGS RATIOS
1980-81 to FY2001

There is also a sense that the gender gap persists in academe in areas beyond the library and that a renewed commitment to resolve the problem is needed.[7] A variety of reasons have been offered as to why these trends persist, most notably the perception that work is peripheral in a woman's life and, consequently, female-dominated professions are undervalued. Librarianship is predominantly and persistently a woman's profession. The scarcity of men in the profession has been well documented in many studies—the largest percentage of men employed in ARL libraries was 38.2% in 1980-81; since then men have consistently represented about 35% of the professional staff in ARL libraries.

[7] There are many instances citing the continuation of gender inequity in academia. See, for example: Denise K. Manger's articles in the *Chronicle of Higher Education*, "Faculty Salaries Increased 3.7% in 1999-2000" (14 Apr. 2000: A20) and "Faculty Salaries are Up 3.6%, Double the Rate of Inflation" (23 Apr. 1999: A16); D. W. Miller, "Salary Gap Between Male and Female Professors Grows Over the Years, Study Suggests," *Chronicle of Higher Education*, Today's News, 27 Apr. 2000, <http://chronicle.com/daily/2000/04/2000042702n.htm>; and Yolanda Moses, "Salaries in Academe: The Gender Gap Persists," *Chronicle of Higher Education* 12 Dec. 1997: A60.

Institutional Characteristics and Salaries

A. Public and Private Institutions

Salaries in private U.S. ARL university libraries continue to exceed those paid in publicly supported U.S. university libraries. In FY 2000-01, the differential has slightly increased from last year to $2,481, or 4.5%, more for the average position in a private institution. In some cases—Heads of Reference, Serials, Documents/Maps, Circulation, and Rare Books/Manuscripts; Reference Librarians with over 14 years of experience; and Cataloging and Other Librarians with 10 to 14 years of experience—average salaries in the public sector exceed those paid for similar positions in private university libraries (see Table 21).

B. Library Size

Library size, as measured by the number of professional staff, is another significant determinant of salary. As a rule, the largest libraries pay the highest average salaries, not only overall, but for specific positions as well. The cutoff staffing levels used to determine the largest cohort of libraries has declined since 1995-96, indicating a general trend towards downsizing in the largest cohort of libraries.[8] For the second time, the second largest cohort of libraries, with staff levels between 75 and 110, has the highest average salary, $55,420, compared to $54,579 for the largest cohort (staff over 110). Libraries with staff of 50-74 professionals paid an average salary of $51,756 and those with staff between 24 and 49 paid $50,761. The difference in salaries between the highest paying cohort and the lowest paying cohort is $4,659, a greater difference compared to last year's difference of $4,060 (see Table 23).

C. Geographic Area

The highest salaries are found in the Pacific area (see Table 25), followed by New England and the Middle Atlantic. All three areas have overall average salaries higher than $55,000, with the Pacific area averaging as high as $61,673. Canadian salaries are the lowest; Canada's currency has had a declining purchasing power against the U.S. dollar since the early '90s (Table 4). Within the U.S., salaries in the East South Central region are the lowest, followed by the West South Central, the West North Central, and the South Atlantic areas.

D. Rank Structure

Rank structure continues to provide a useful framework for examining professional salaries in ARL university libraries. The following table (Figure 4) displays average salary and years of experience in the most commonly used rank structures. Readers should be aware that not all individuals have a rank that fits into the rank structure the library utilizes. Most commonly, directors may have no rank or a rank outside the structure, and it is common for nonlibrarians included in the survey (business officers, personnel staff, computer specialists, etc.) to be unranked, as well.

The pattern of relationships between rank and salary seen in past years continues, where higher rank is associated with higher average years of experience and a higher salary. Over 60% (5,356 professionals) of the 8,894 librarians in ARL university member libraries occupy a rank

---

[8] In 1995-96, the largest cohort of libraries was determined based on staff over 124; in 1996-98, over 120; in 1998-99, over 115; and in 1999-2000 and this year, over 110. See Table 23.

within these three most commonly found ranking systems. And the largest number of librarians (3,246, or 36.5%) occupies a rank in a four-step rank structure.

Figure 4

AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES
FY 2000-01

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	$39,946	9.1	$37,047	5.8	$39,621	7.0
Librarian 2	48,480	17.3	44,145	12.1	44,292	13.3
Librarian 3	64,155	22.8	52,116	19.5	48,530	18.4
Librarian 4			64,646	24.2	61,189	21.4
Librarian 5					68,194	25.9
No. of Staff	1,359		3,246		751	

INFLATION EFFECT

Tables 2 and 6 reveal changes in beginning professional and median salaries, as well as changes in the U.S. Bureau of Labor's Cost of Living Index (CPI-U) for university and nonuniversity research libraries. Table 3 is similar to Table 2, but reports data only on U.S. libraries. Table 4 shows trend data for Canadian libraries and compares them to the Canadian Consumer Price Index changes. Tables 2, 3, and 4 include law and medical library staff in ARL university libraries. All tables indicate that the purchasing power of professionals working in ARL libraries is barely keeping up with inflation.

The median salary for all ARL libraries was $49,068 in 2000-01; for only U.S. ARL libraries it was $49,753; and for Canadian ARL libraries it was $43,394 (converted at the rate of 1.4719 Canadian to U.S. dollars[9]), or a median of $63,873 Canadian dollars.

Table 6 reveals that the median salary for nonuniversity staff has increased about 4.2% in the last year. The median salary for combined U.S. and Canadian salaries increased 3.3% (Table 2); for U.S. salaries 3.5% (Table 3), and for Canadian salaries denominated in Canadian dollars 2.3% (Table 4). At the same time, the U.S. Consumer Price Index increased 3.7% in the last year and the Canadian Consumer Price Index increased 3.0%. Only nonuniversity salaries increased at a rate higher than the rate of inflation.

Further, although salary increases indicate a 15.3% increase in the purchasing power of the median U.S. salary in university libraries and a 11.7% increase in the purchasing power of the median nonuniversity salary since 1984-85, most of these increases took place in the early 1990s and have not been maintained.

Beginning salaries have increased faster than overall salary gains, however, growing 19.8% and 16.5% for university and nonuniversity salaries, respectively. The median beginning salary in ARL university libraries is $32,879 (a 5.4% increase from last year); in ARL nonuniversity research libraries it is $31,774 (a 2.9% increase).

[9] This is the average monthly noon exchange rate published in the *Bank of Canada Review* for the period July 1999-June 2000 and is used in converting 2000-01 figures that are collected as of July 2000.

Libraries are facing serious human resources issues as the need to hire professionals with advanced technological skills and the demand for these skills is pushes salaries up while libraries seem unable to adjust their salary structures beyond accounting for inflation. As people are hired with higher beginning salaries, the inability to adjust the overall salary structure to achieve some equity for the experienced staff members is another factor that contributes to slow salary growth. This, combined with other evidence from the *ARL Statistics*, shows libraries' proportion of materials and operating expenditures increasing faster than salaries, providing a future picture of libraries with fewer staff members, who are in turn being paid salaries that are fighting to keep up with inflation.

Readers are reminded that these data reflect only salaries, and that there are other compensation issues, which may have influenced the pattern of salaries in various institutions. In addition, a highly standardized structure for capturing data has been used, which may portray results in a way that cannot be fully representative of a local situation.

Martha Kyrillidou
Karen Wetzel
Association of Research Libraries
14 February 2001

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

Tables 1–4

TABLE 1: DISTRIBUTION BY SALARY LEVEL*

Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range. For example, in FY 2000-01, 53.4% of all ARL university librarians earned more than $48,000, as did 75.7% of all ARL nonuniversity librarians.

	University Librarians				Nonuniversity Librarians			
Salary Range	FY 1999-2000	cum. %	FY 2000-01	cum. %	FY 1999-2000	cum. %	FY 2000-01	cum. %
More than $200,000	2	0.0	7	0.1			1	0.0
175,000 - 199,999	5	0.1	12	0.2			0	0.0
150,000 - 174,999	32	0.5	34	0.6	1	0.0	1	0.1
140,000 - 149,999	22	0.7	27	0.9			3	0.1
130,000 - 139,999	19	0.9	25	1.2	5	0.2	78	2.2
120,000 - 129,999	41	1.4	51	1.8	81	2.3	14	2.6
110,000 - 119,999	41	1.9	38	2.2	17	2.8	132	6.1
100,000 - 109,999	60	2.6	75	3.0	165	7.2	126	9.5
95,000 -99,999	41	3.1	40	3.5	81	9.4	67	11.3
90,000 -94,999	61	3.8	97	4.6	74	11.3	166	15.8
85,000 -89,999	96	4.9	98	5.7	158	15.6	120	19.0
80,000 -84,999	108	6.1	139	7.2	142	19.4	80	21.1
75,000 -79,999	172	8.1	240	9.9	190	24.5	264	28.2
70,000 -74,999	256	11.1	266	12.9	132	28.0	174	32.9
65,000 -69,999	460	16.5	552	19.2	227	34.1	372	42.8
60,000 -64,999	524	22.6	637	26.3	533	48.3	394	53.4
55,000 -59,999	733	31.1	796	35.3	440	60.1	416	64.5
50,000 -54,999	966	42.3	1080	47.4	363	69.8	296	72.5
48,000 -49,999	491	48.1	527	53.4	126	73.2	122	75.7
46,000 -47,999	527	54.2	562	59.7	189	78.2	152	79.8
44,000 -45,999	544	60.5	563	66.0	77	80.3	120	83.0
42,000 -43,999	576	67.2	520	71.9	157	84.5	134	86.6
40,000 -41,999	542	73.5	549	78.1	98	87.1	105	89.4
38,000 -39,999	528	79.7	540	84.2	113	90.2	50	90.8
36,000 -37,999	494	85.4	451	89.2	152	94.2	73	92.7
34,000 -35,999	462	90.8	362	93.3	55	95.7	68	94.6
32,000 -33,999	348	94.8	247	96.1	69	97.5	118	97.7
30,000 -31,999	216	97.3	172	98.0	54	99.0	58	99.3
29,000 -29,999	64	98.1	44	98.5	5	99.1	10	99.5
28,000 -28,999	52	98.7	39	99.0	3	99.2	7	99.7
27,000 -27,999	38	99.1	27	99.3	9	99.4	6	99.9
26,000 -26,999	27	99.5	19	99.5	5	99.6	0	99.9
25,000 -25,999	22	99.7	17	99.7	12	99.9	3	100.0
24,000 -24,999	18	99.9	11	99.8	1	99.9	1	100.0
23,000 -23,999	2	99.9	10	99.9				
22,000 -22,999	1	100.0	3	99.9	3	100.0		
21,000 -21,999	2	100.0						
Less than 21,000	2	100.0	5	100.0				
Total Positions	**8,595**		**8,882**		**3,737**		**3,731**	
Median Salary	**$47,377**		**$49,068**		**$59,916**		**$62,521**	

* Canadian salaries expressed in U.S. dollars. Includes medical and law libraries.

TABLE 2: SALARY TRENDS IN ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1984 as the base. Actual CPI data retrieved from the U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index for All Urban Consumers - (CPI-U)*, located at <http://146.142.4.24/cgi-bin/surveymost?cu>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary†	BPS‡ Median	Median Salary Index	BPS‡ Index	Actual CPI	Adjusted CPI
2000-01	112	8,882	$49,068	$32,879	188.0	199.3	172.8	166.3
1999-2000	111	8,595	47,377	31,100	181.5	188.5	166.7	160.4
1998-99	110	8,400	45,775	30,000	175.2	181.7	163.2	156.9
1997-98	110	8,414	44,534	28,500	170.5	172.6	160.5	154.3
1996-97	109	8,325	43,170	27,687	165.3	167.7	157.0	151.0
1995-96	108	8,231	41,901	27,000	160.5	163.6	152.5	146.7
1994-95	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993-94	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992-93	108	8,212	39,265	25,000	150.4	151.5	140.2	134.9
1991-92	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990-91	107	8,382	36,701	23,800	140.6	144.2	130.7	125.8
1989-90	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1988-89	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1987-88	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1986-87	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1985-86	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6
1984-85	104	7,161	26,100	16,500	100.0	100.0	103.9	100.0

* Canadian salaries expressed in U.S. dollars.
† Includes medical and law libraries.
‡ Beginning professional salary.

TABLE 3: SALARY TRENDS IN U.S. ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of previous years and compared to the changes in the U.S. Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base. Actual CPI data retrieved from the U.S. Department of Labor, Bureau of Labor Statistics' *Consumer Price Index for All Urban Consumers - (CPI-U)*, located at <http://146.142.4.24/cgi-bin/surveymost?cu>.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median Salary Change	Median Salary Index	Actual CPI	Adjusted CPI	CPI Change
2000-01	99	8,127	$49,753	3.7%	191.8	172.8	166.3	3.7%
1999-2000	98	7,858	48,000	4.1%	185.0	166.7	160.4	2.1%
1998-99	97	7,671	46,130	3.6%	177.8	163.2	157.1	1.7%
1997-98	97	7,682	44,544	3.4%	171.7	160.5	154.5	2.2%
1996-97	96	7,562	43,084	3.4%	166.1	157.0	151.1	3.0%
1995-96	95	7,435	41,651	2.7%	160.5	152.5	146.8	2.8%
1994-95	95	7,401	40,573	3.4%	156.4	148.4	142.8	2.8%
1993-94	95	7,390	39,257	3.0%	151.3	144.4	139.0	3.0%
1992-93	95	7,375	38,124	3.0%	146.9	140.2	134.9	2.9%
1991-92	94	7,408	37,009	3.5%	142.6	136.2	131.1	4.2%
1990-91	94	7,543	35,761	5.2%	137.8	130.7	125.8	5.4%
1989-90	94	7,344	34,000	5.8%	131.0	124.0	119.3	4.8%
1988-89	94	7,252	32,149	5.4%	123.9	118.3	113.9	4.1%
1987-88	93	7,145	30,492	5.1%	117.5	113.6	109.3	3.6%
1986-87	92	6,886	29,021	6.5%	111.9	109.6	105.5	1.9%
1985-86	91	6,707	27,249	5.0%	105.0	107.6	103.6	3.6%
1984-85	91	6,456	25,946	6.9%	100.0	103.9	100.0	-

* Includes medical and law libraries in median salary.

TABLE 4: SALARY TRENDS IN CANADIAN ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of previous years. Canadian salaries are presented in both U.S. $ and Canadian $ denominations and the annual exchange rate used in the salary surveys is also listed. Canadian salaries are also compared to the changes in the Canadian Consumer Price Index (CPI) to show trends in the purchasing power of median Canadian salaries. CPI number changes are based on July CPI figures. The Canadian CPI change is indicated in the 17 August 2000 edition of *The Daily*, a Statistics Canada publication, at <http://www.statcan.ca/Daily/English/000817/d000817a.htm>

Fiscal Year	No. of Libs.	Total Staff	Median Salary in U.S. $†	Median Salary Change†	Exchange Rate	Median Salary in Can. $	Median Salary Change	Canadian CPI Change
2000-01	13	755	$43,394	5.0%	1.4719	Can $ 63,873	2.4%	3.0%
1999-2000	13	737	41,316	-3.8	1.5103	62,400	2.4	1.8
1998-99	13	729	42,963	-2.7	1.4177	60,909	0.9	1.0
1997-98	13	732	44,167	1.4	1.3663	60,346	1.7	1.8
1996-97	13	764	43,569	0.9	1.3613	59,310	-0.4	1.2
1995-96	13	796	43,173	-1.7	1.3794	59,554	1.3	2.5
1994-95	13	815	43,919	-6.0	1.3381	58,768	0.7	0.2
1993-94	13	816	46,744	-4.3	1.2488	58,374	2.9	1.6
1992-93	13	837	48,820	2.7	1.1623	56,744	3.4	1.3
1991-92	13	847	47,519	5.5	1.1547	54,870	3.6	5.8
1990-91	13	839	45,023	15.1	1.1759	52,942	12.5	4.2
1989-90	13	853	39,117	12.3	1.2026	47,042	5.3	5.4
1988-89	13	837	34,826	11.7	1.2826	44,668	5.3	3.8
1987-88	13	817	31,178	10.9	1.3602	42,408	9.1	4.7
1986-87	13	831	28,123	-1.9	1.3817	38,858	1.2	4.2
1985-86	13	829	28,666	1.1	1.3388	38,378	7.9	3.8
1984-85	12	705	28,346	-0.8	1.2548	35,569	0.8	4.2
Average				2.7%			3.6%	3.0

* Canadian salaries expressed in U.S. dollars.
† Includes medical and law libraries in median salary.

BEST COPY AVAILABLE

ARL NONUNIVERSITY LIBRARIES

Tables 5–6

TABLE 5: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NONUNIVERSITY LIBRARIES*

		Median Salaries		Beginning Salaries	
	No. of Staff	FY 1999-2000	FY 2000-01	FY 1999-2000	FY 2000-01
Boston Public Library	206	$50,166	$49,151	$25,421	$24,507
Canada Institute for Scientific and Technical Information * †	144	34,761	38,112	18,337	27,238
Center for Research Libraries	24	44,000	42,000	30,305	30,305
Library of Congress †	2,575	63,436	66,564	33,650	35,310
National Agricultural Library †	107	55,303	58,031	33,650	35,310
National Library of Canada *	156	33,656	35,525	25,051	28,381
National Library of Medicine	169	58,556	63,151	33,650	35,310
New York Public Library †	231	42,250	41,451	31,296	31,296
New York State Library	68	47,086	49,953	30,401	32,252
Smithsonian Library	51	56,929	56,929	34,772	34,772

* Canadian salaries expressed in U.S. dollars.
† See footnotes.

TABLE 6: SALARY TRENDS IN ARL NONUNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes, using July 1984 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary*	BPS† Median	Median Salary Index	BPS† Index	Actual CPI	Adjusted CPI
2000-01	10	3,731	$62,521	$31,774	184.5	192.5	171.7	165.1
1999-2000	10	3,737	59,916	30,849	176.8	186.9	166.7	160.3
1998-99	11	3,819	56,000	29,877	165.3	181.0	163.2	156.9
1997-98	11	3,779	55,055	28,724	162.5	174.0	160.5	154.3
1996-97	11	3,799	51,150	28,380	151.0	172.0	157.0	151.0
1995-96	11	3,915	49,149	28,162	145.1	170.7	152.5	146.7
1994-95	11	3,837	47,997	27,813	141.7	168.6	148.4	142.8
1993-94	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
1992-93	11	4,172	43,876	23,500	129.6	142.4	140.2	134.9
1991-92	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
1990-91	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
1989-90	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
1988-89	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
1987-88	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
1986-87	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
1985-86	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6
1984-85	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

* Canadian salaries expressed in U.S. dollars.
† Beginning professional salary.

ARL UNIVERSITY LIBRARIES

Tables 7–25

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LIBRARIES, FY 2000-2001*

	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
Institution	FY 2001	FY 2000	FY 2001	FY 2000	FY 2001	FY 2000	FY 2001	FY 2001
Alabama [‡]	49	$38,807	$41,431	$34,510	$39,300	$26,000	$30,000	13.5
Alberta [*‡]	51	42,650	46,279	42,300	46,041	23,521	25,101	18.9
Arizona	60	49,080	50,378	46,556	47,258	35,460	38,789	15.3
Arizona State [‡]	65	48,829	48,635	49,219	48,009	30,000	36,000	17.1
Auburn [‡]	44	47,246	48,970	45,500	47,080	31,500	39,050	15.6
Boston University [‡]	50	44,798	45,710	42,521	42,581	30,600	25,560	18.0
Boston College [‡]	52	*	54,649	*	53,900	*	33,350	16.5
Brigham Young [‡]	80	50,917	53,789	48,943	51,739	32,000	32,000	20.3
British Columbia [*‡]	79	46,502	45,327	42,756	44,576	22,996	24,067	19.8
Brown [‡]	63	51,916	53,233	50,994	52,919	31,100	32,025	20.6
California, Berkeley [‡]	81	63,250	68,414	60,636	68,112	32,292	32,940	20.4
California, Davis [‡]	45	62,542	64,057	66,780	68,112	32,292	32,940	22.2
California Irvine [‡]	53	63,233	64,012	66,780	68,112	32,292	32,940	19.6
California, Los Angeles [‡]	98	62,733	65,174	66,780	68,112	32,292	32,940	20.7
California, Riverside [‡]	37	58,824	58,851	56,844	57,984	32,292	32,940	18.8
California, San Diego [‡]	65	60,363	62,118	58,008	61,848	32,292	32,940	18.1
California, Santa Barbara [‡]	47	58,822	63,487	56,844	61,848	32,292	32,940	17.5
Case Western Reserve [‡]	32	43,634	45,806	40,452	43,284	31,480	32,710	16.9
Chicago [‡]	69	53,991	55,925	49,808	51,120	33,475	38,000	15.3
Cincinnati [‡]	65	50,350	51,300	51,923	52,993	25,000	25,000	20.4
Colorado [‡]	40	51,259	54,251	49,425	54,162	31,500	33,000	19.5
Colorado State [‡]	41	50,968	52,567	48,665	51,000	36,000	36,000	19.2
Columbia	97	58,342	60,862	54,762	55,951	37,500	39,000	17.4
Connecticut [‡]	51	56,121	58,468	56,145	57,795	36,000	37,000	18.4
Cornell [‡]	115	50,044	53,598	47,256	49,035	30,500	32,500	17.0
Dartmouth [‡]	44	54,719	56,541	53,500	54,140	31,200	32,200	15.3
Delaware [‡]	56	50,944	53,351	51,059	53,172	32,000	34,000	14.1
Duke [‡]	88	49,117	51,384	46,050	48,300	32,800	32,800	15.6
Emory [‡]	61	51,214	53,584	48,325	49,825	30,000	30,000	17.1
Florida [‡]	77	43,881	45,450	40,953	42,082	30,000	32,000	20.4
Florida State	39	42,645	44,944	40,200	42,635	27,000	27,000	23.1
George Washington [‡]	31	49,253	49,215	47,875	48,323	30,000	31,500	14.9
Georgetown [‡]	50	50,844	51,108	48,576	48,872	38,357	38,357	17.1
Georgia	71	47,838	49,036	45,583	45,764	29,500	30,000	16.2
Georgia Tech	40	48,321	50,318	47,400	48,600	31,000	34,000	16.5
Guelph	26	41,555	43,918	41,274	45,150	24,315	25,223	20.0
Harvard [‡]	394	55,899	56,732	51,993	52,611	35,200	36,300	13.7
Hawaii	52	51,453	49,789	51,264	49,296	33,312	33,312	16.5
Houston [‡]	40	43,318	43,775	41,129	41,129	30,000	31,000	15.1
Howard	31	46,786	48,442	44,226	46,664	36,865	35,049	22.4
Illinois, Chicago [‡]	53	47,187	47,671	45,150	44,165	31,500	33,000	13.7
Illinois, Urbana	113	49,942	52,781	47,470	49,542	33,000	35,000	16.8
Indiana [‡]	84	51,449	53,415	48,785	50,369	31,862	32,818	18.2
Iowa	58	54,219	54,807	52,207	51,500	30,000	30,000	19.9
Iowa State [‡]	40	50,243	49,052	47,093	46,834	31,000	32,000	16.7
Johns Hopkins [‡]	59	50,169	53,953	48,283	50,900	34,805	39,500	14.4
Kansas [‡]	78	43,963	46,280	42,311	44,193	30,000	32,000	15.7
Kent State	49	51,008	51,493	47,500	46,759	40,333	40,333	14.0
Kentucky [‡]	69	44,858	46,050	42,552	43,637	30,000	32,000	16.1
Laval [‡]	57	39,376	43,353	39,067	43,150	22,307	26,984	23.5
Louisiana State [‡]	56	38,016	37,814	35,300	35,300	29,000	30,000	12.2
McGill [*‡]	53	41,287	42,935	41,081	43,609	22,512	23,089	20.5
McMaster [‡]	23	40,070	41,861	39,918	40,808	22,550	23,544	20.0
Manitoba [‡]	39	39,365	42,288	40,917	43,807	21,442	22,441	22.0
Maryland	100	48,895	48,895	47,087	47,087	31,762	33,033	17.5
Massachusetts [‡]	61	53,417	57,199	53,744	58,258	33,000	33,000	18.1

*Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
Excludes medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.
Canadian salaries expressed in U.S. dollars.
‡See Footnotes. Not a member during this year.

28

BEST COPY AVAILABLE

TABLE 7: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LIBRARIES, FY 2000-2001*

	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
Institution	FY 2001	FY 2000	FY 2001	FY 2000	FY 2001	FY 2000	FY 2001	FY 2001
MIT	86	$50,052	$54,846	$46,900	$50,700	$32,000	$36,000	14.3
Miami ‡	35	45,962	48,752	45,067	47,466	29,500	30,000	19.8
Michigan ‡	105	51,543	53,921	46,342	48,248	32,000	33,500	16.4
Michigan State	65	44,933	50,820	42,000	48,800	33,000	35,000	15.5
Minnesota	100	49,728	51,952	47,677	49,031	32,000	33,000	20.4
Missouri ‡	32	44,547	46,388	41,192	42,825	27,500	29,200	18.8
Nebraska ‡	39	47,440	49,138	45,929	45,659	31,000	32,000	16.6
New Mexico ‡	35	57,474	59,542	55,677	59,089	40,000	41,400	20.1
New York University ‡	61	56,781	57,780	51,035	50,965	38,000	39,000	15.4
North Carolina	86	44,869	48,631	42,050	46,000	30,000	33,000	17.6
North Carolina State ‡	76	49,765	52,826	46,575	47,355	31,500	33,500	12.2
Northwestern	81	50,290	51,915	47,569	49,005	29,200	30,000	14.2
Notre Dame ‡	48	49,895	51,677	48,720	49,526	34,000	34,000	15.9
Ohio University ‡	48	47,404	48,530	45,746	47,334	29,500	33,000	18.1
Ohio State ‡	102	48,068	49,952	45,538	46,356	30,000	35,000	16.4
Oklahoma ‡	29	45,965	45,672	38,345	40,311	34,000	36,000	13.6
Oklahoma State ‡	51	42,455	42,899	38,820	39,960	31,500	31,500	14.2
Oregon ‡	45	43,681	48,187	41,008	43,382	28,000	30,000	14.4
Pennsylvania	75	49,243	50,303	45,325	47,054	34,000	34,000	17.0
Pennsylvania State ‡	108	49,771	52,685	48,378	50,160	33,500	34,000	16.4
Pittsburgh ‡	64	44,513	45,179	40,286	40,350	30,000	30,000	12.3
Princeton ‡	98	57,144	58,102	53,600	53,000	32,600	34,000	18.9
Purdue ‡	51	48,425	49,751	46,090	46,540	28,000	29,000	17.6
Queen's *†	35	37,886	41,118	36,643	40,673	21,188	23,415	19.4
Rice ‡	123	47,140	54,928	43,325	51,709	31,326	31,907	9.7
Rochester ‡	63	42,095	43,922	38,028	40,014	32,000	32,000	13.9
Rutgers ‡	93	63,407	66,454	67,447	70,721	34,306	35,302	18.9
Saskatchewan †	26	43,344	45,164	46,294	44,511	20,589	21,676	19.8
South Carolina ‡	57	45,788	46,830	42,812	43,502	26,000	26,080	16.3
Southern California ‡	84	57,038	58,511	51,706	51,145	32,500	40,000	18.5
Southern Illinois	36	48,634	49,552	43,632	43,492	35,000	36,000	15.8
Stanford	0	63,727	67,221	57,177	61,060	38,000	41,200	N/A
SUNY Albany ‡	52	45,900	48,865	44,284	45,689	33,000	35,526	17.1
SUNY Buffalo ‡	75	47,744	51,877	46,378	51,542	30,000	33,000	15.4
SUNY Stony Brook	30	56,802	55,132	55,584	51,863	32,000	34,500	19.3
Syracuse ‡	42	44,436	48,709	43,276	46,338	30,000	33,000	20.3
Temple	36	49,187	50,745	45,228	46,472	30,000	31,000	19.1
Tennessee ‡	38	48,977	52,831	46,531	49,382	30,000	30,000	17.8
Texas ‡	116	49,588	50,888	45,750	47,216	32,000	32,000	18.2
Texas A&M ‡	85	43,732	45,474	41,298	42,486	31,000	33,500	13.6
Texas Tech ‡	48	40,024	40,549	37,616	38,000	29,328	29,916	11.5
Toronto *†	131	45,629	45,421	47,919	48,735	22,711	23,778	17.5
Tulane	34	45,345	45,232	43,946	43,725	31,500	33,000	17.2
Utah ‡	54	44,520	46,836	42,000	44,194	30,000	31,500	15.1
Vanderbilt ‡	58	43,601	45,498	39,560	41,500	28,000	30,000	16.2
Virginia ‡	65	52,335	52,058	48,150	47,517	30,000	31,000	17.8
Virginia Tech	34	47,014	51,617	44,200	47,893	30,000	32,500	19.1
Washington ‡	102	48,769	52,348	46,164	49,296	30,600	32,000	19.1
Washington State ‡	47	47,045	48,335	45,667	47,701	30,000	30,000	15.6
Washington U.-St.Louis ‡	48	44,371	45,559	40,528	41,870	27,800	28,000	16.7
Waterloo †	38	38,708	41,251	38,294	40,965	23,469	24,321	19.1
Wayne State ‡	56	49,897	47,805	44,820	43,024	34,000	34,000	12.4
Western Ontario †	41	37,436	36,704	37,572	37,030	27,266	27,977	16.4
Wisconsin ‡	142	47,773	54,367	46,175	51,102	30,636	33,906	16.9
Yale	152	53,017	56,488	51,528	54,112	35,700	37,100	18.1
York *†	49	44,584	48,705	42,661	47,689	26,376	27,064	17.3

*Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
Excludes medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.
† Canadian salaries expressed in U.S. dollars.
‡ See Footnotes — Not a member during this year.

BEST COPY AVAILABLE

TABLE 8: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1999-2000*

Rank	Institution	Salary	Rank	Institution	Salary
1	Kent State	$40,333	56	Brown	$31,100
2	New Mexico	40,000	57	Georgia Tech	31,000
3	Georgetown	38,357	57	Iowa State	31,000
4	New York	38,000	57	Nebraska	31,000
4	Stanford	38,000	57	Texas A&M	31,000
6	Columbia	37,500	61	Wisconsin	30,636
7	Howard	36,865	62	Boston	30,600
8	Colorado State	36,000	62	Washington	30,600
8	Connecticut	36,000	64	Cornell	30,500
10	Yale	35,700	65	Arizona State	30,000
11	Arizona	35,460	65	Emory	30,000
12	Harvard	35,200	65	Florida	30,000
13	Southern Illinois	35,000	65	George Washington	30,000
14	Johns Hopkins	34,805	65	Houston	30,000
15	Rutgers	34,306	65	Iowa	30,000
16	Notre Dame	34,000	65	Kansas	30,000
16	Oklahoma	34,000	65	Kentucky	30,000
16	Pennsylvania	34,000	65	North Carolina	30,000
16	Wayne State	34,000	65	Ohio State	30,000
20	Pennsylvania State	33,500	65	Pittsburgh	30,000
21	Chicago	33,475	65	SUNY Buffalo	30,000
22	Hawaii	33,312	65	Syracuse	30,000
23	Illinois, Urbana	33,000	65	Temple	30,000
23	Massachusetts	33,000	65	Tennessee	30,000
23	Michigan State	33,000	65	Utah	30,000
23	SUNY Albany	33,000	65	Virginia	30,000
27	Duke	32,800	65	Virginia Tech	30,000
28	Princeton	32,600	65	Washington State	30,000
29	Southern California	32,500	84	Georgia	29,500
30	Calif. Berkeley	32,292	84	Miami	29,500
30	Calif. Davis	32,292	84	Ohio	29,500
30	Calif. Irvine	32,292	87	Texas Tech	29,328
30	Calif. Los Angeles	32,292	88	Northwestern	29,200
30	Calif. Riverside	32,292	89	Louisiana State	29,000
30	Calif. San Diego	32,292	90	Oregon	28,000
30	Calif. Santa Barbara	32,292	90	Purdue	28,000
37	Brigham Young	32,000	90	Vanderbilt	28,000
37	Delaware	32,000	93	Washington-St. Louis	27,800
37	MIT	32,000	94	Missouri	27,500
37	Michigan	32,000	95	Western Ontario †	27,266
37	Minnesota	32,000	96	Florida State	27,000
37	Rochester	32,000	97	York †	26,376
37	SUNY Stony Brook	32,000	98	Alabama	26,000
37	Texas	32,000	98	South Carolina	26,000
45	Indiana	31,862	100	Cincinnati	25,000
46	Maryland	31,762	101	Guelph †	24,315
47	Auburn	31,500	102	Alberta †	23,521
47	Colorado	31,500	103	Waterloo †	23,469
47	Illinois, Chicago	31,500	104	British Columbia †	22,996
47	North Carolina State	31,500	105	Toronto †	22,711
47	Oklahoma State	31,500	106	McMaster †	22,550
47	Tulane	31,500	107	McGill †	22,512
53	Case Western Reserve	31,480	108	Laval †	22,307
54	Rice	31,326	109	Manitoba †	21,442
55	Dartmouth	31,200	110	Queen's †	21,188
			111	Saskatchewan †	20,589

* Reprinted from *ARL Annual Salary Survey 1999-2000*. Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. Excludes medical and law libraries. See Tables 36 and 43 for statistics related to medical and law library salaries.

† Canadian salaries expressed in U.S. dollars.

TABLE 9: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2000-2001*

Rank	Institution	Salary	Rank	Institution	Salary
1	New Mexico	$41,400	57	Indiana	$32,818
2	Stanford	41,200	58	Duke	32,800
3	Kent State	40,333	59	Case Western Reserve	32,710
4	Southern California	40,000	60	Cornell	32,500
5	Johns Hopkins	39,500	60	Virginia Tech	32,500
6	Auburn	39,050	62	Dartmouth	32,200
7	Columbia	39,000	63	Brown	32,025
7	New York	39,000	64	Brigham Young	32,000
9	Arizona	38,789	64	Florida	32,000
10	Georgetown	38,357	64	Iowa State	32,000
11	Chicago	38,000	64	Kansas	32,000
12	Yale	37,100	64	Kentucky	32,000
13	Connecticut	37,000	64	Nebraska	32,000
14	Harvard	36,300	64	Rochester †	32,000
15	Arizona State	36,000	64	Texas	32,000
15	Colorado State	36,000	64	Washington	32,000
15	MIT	36,000	73	Rice	31,907
15	Oklahoma	36,000	74	George Washington	31,500
15	Southern Illinois	36,000	74	Oklahoma State	31,500
20	SUNY Albany	35,526	74	Utah	31,500
21	Rutgers	35,302	77	Houston	31,000
22	Howard	35,049	77	Temple	31,000
23	Illinois, Urbana	35,000	77	Virginia	31,000
23	Michigan State	35,000	80	Alabama	30,000
23	Ohio State	35,000	80	Emory	30,000
26	SUNY Stony Brook	34,500	80	Georgia	30,000
27	Delaware	34,000	80	Iowa	30,000
27	Georgia Tech	34,000	80	Louisiana State	30,000
27	Notre Dame	34,000	80	Miami	30,000
27	Pennsylvania	34,000	80	Northwestern	30,000
27	Pennsylvania State	34,000	80	Oregon	30,000
27	Princeton	34,000	80	Pittsburgh	30,000
27	Wayne State	34,000	80	Tennessee	30,000
34	Wisconsin	33,906	80	Vanderbilt	30,000
35	Michigan	33,500	80	Washington State	30,000
35	North Carolina State	33,500	92	Texas Tech	29,916
35	Texas A&M	33,500	93	Missouri	29,200
38	Boston College	33,350	94	Purdue	29,000
39	Hawaii	33,312	95	Washington-St. Louis	28,000
40	Maryland	33,033	96	Western Ontario ‡	27,977
41	Colorado	33,000	97	York ‡	27,064
41	Illinois, Chicago †	33,000	98	Florida State	27,000
41	Massachusetts	33,000	99	Laval ‡	26,984
41	Minnesota	33,000	100	South Carolina	26,000
41	North Carolina	33,000	101	Boston University	25,560
41	Ohio	33,000	102	Guelph ‡	25,223
41	SUNY Buffalo	33,000	103	Alberta ‡	25,101
41	Syracuse	33,000	104	Cincinnati	25,000
41	Tulane	33,000	105	Waterloo ‡	24,321
50	Calif. Berkeley †	32,940	106	British Columbia ‡	24,067
50	Calif. Davis †	32,940	107	Toronto ‡	23,778
50	Calif. Irvine †	32,940	108	McMaster ‡	23,544
50	Calif. Los Angeles †	32,940	109	Queen's ‡	23,415
50	Calif. Riverside †	32,940	110	McGill ‡	23,099
50	Calif. San Diego †	32,940	111	Manitoba ‡	22,441
50	Calif. Santa Barbara †	32,940	112	Saskatchewan ‡	21,676

* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents. Excludes medical and law libraries. See Tables 36 and 43 for statistics related to medical and law library salaries.

† See Footnotes.

‡ Canadian salaries expressed in U.S. dollars.

BEST COPY AVAILABLE

TABLE 10: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1999-2000*

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	$67,447	56	Washington	$46,164
2	California, Davis	66,780	57	Purdue	46,090
2	California, Irvine	66,780	58	Duke	46,050
2	California, Los Angeles	66,780	59	Nebraska	45,929
5	California, Berkeley	60,636	60	Texas	45,750
6	California, San Diego	58,008	61	Ohio University	45,746
7	Stanford	57,177	62	Washington State	45,667
8	California, Riverside	56,844	63	Georgia	45,583
8	California, Santa Barbara	56,844	64	Ohio State	45,538
10	Connecticut	56,145	65	Auburn	45,500
11	New Mexico	55,677	66	Pennsylvania	45,325
12	SUNY Stony Brook	55,584	67	Temple	45,228
13	Columbia	54,762	68	Illinois, Chicago	45,150
14	Massachusetts	53,744	69	Miami	45,067
15	Princeton	53,600	70	Wayne State	44,820
16	Dartmouth	53,500	71	SUNY Albany	44,284
17	Iowa	52,207	72	Howard	44,226
18	Harvard	51,993	73	Virginia Tech	44,200
19	Cincinnati	51,923	74	Tulane	43,946
20	Southern California	51,706	75	Southern Illinois	43,632
21	Yale	51,528	76	Rice	43,325
22	Hawaii	51,264	77	Syracuse	43,276
23	Delaware	51,059	78	South Carolina	42,812
24	New York University	51,035	79	British Columbia '	42,756
25	Brown	50,994	80	York '	42,661
26	Chicago	49,808	81	Kentucky	42,552
27	Colorado	49,425	82	Boston University	42,521
28	Arizona State	49,219	83	Kansas	42,311
29	Brigham Young	48,943	84	Alberta '	42,300
30	Indiana	48,785	85	North Carolina	42,050
31	Notre Dame	48,720	86	Michigan State	42,000
32	Colorado State	48,665	86	Utah	42,000
33	Georgetown	48,576	88	Texas A&M	41,298
34	Pennsylvania State	48,378	89	Guelph '	41,274
35	Emory	48,325	90	Missouri	41,192
36	Johns Hopkins	48,283	91	Houston	41,129
37	Virginia	48,150	92	McGill '	41,081
38	Toronto	47,919	93	Oregon	41,008
39	George Washington	47,875	94	Florida	40,953
40	Minnesota	47,677	95	Manitoba '	40,917
41	Northwestern	47,569	96	Washington U.-St. Louis	40,528
42	Kent State	47,500	97	Case Western Reserve	40,452
43	Illinois, Urbana	47,470	98	Pittsburgh	40,286
44	Georgia Tech	47,400	99	Florida State	40,200
45	Cornell	47,256	100	McMaster '	39,918
46	Iowa State	47,093	101	Vanderbilt	39,560
47	Maryland	47,087	102	Laval '	39,067
48	MIT	46,900	103	Oklahoma State	38,820
49	North Carolina State	46,575	104	Oklahoma	38,345
50	Arizona	46,556	105	Waterloo '	38,294
51	Tennessee	46,531	106	Rochester	38,028
52	SUNY Buffalo	46,378	107	Texas Tech	37,616
53	Michigan	46,342	108	Western Ontario '	37,572
54	Saskatchewan '	46,294	109	Queen's '	36,643
55	Wisconsin	46,175	110	Louisiana State	35,300
			111	Alabama	34,510

* Reprinted from *ARL Annual Salary Survey 1999-2000*. Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.

' Canadian salaries expressed in U.S. dollars

TABLE 11: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2000-2001*

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	$70,721	57	Virginia	$47,517
2	California, Berkeley	68,112	58	Miami	47,466
2	California, Davis	68,112	59	North Carolina State	47,355
2	California, Irvine	68,112	60	Ohio University	47,334
2	California, Los Angeles	68,112	61	Arizona	47,258
6	California, San Diego	61,848	62	Texas	47,216
6	California, Santa Barbara	61,848	63	Maryland	47,087
8	Stanford	61,060	64	Auburn	47,080
9	New Mexico	59,089	65	Pennsylvania	47,054
10	Massachusetts	58,258	66	Iowa State	46,834
11	California, Riverside	57,984	67	Kent State	46,759
12	Connecticut	57,795	68	Howard	46,664
13	Columbia	55,951	69	Purdue	46,540
14	Colorado	54,162	70	Temple	46,472
15	Dartmouth	54,140	71	Ohio State	46,356
16	Yale	54,112	72	Syracuse	46,338
17	Boston College	53,900	73	Alberta †	46,041
18	Delaware	53,172	74	North Carolina	46,000
19	Princeton	53,000	75	Georgia	45,764
20	Cincinnati	52,993	76	SUNY Albany	45,689
21	Brown	52,919	77	Nebraska	45,659
22	Harvard	52,611	78	Guelph †	45,150
23	SUNY Stony Brook	51,863	79	British Columbia †	44,576
24	Brigham Young	51,739	80	Saskatchewan †	44,511
25	Rice	51,709	81	Utah	44,194
26	SUNY Buffalo	51,542	82	Kansas	44,193
27	Iowa	51,500	83	Illinois, Chicago	44,165
28	Southern California	51,145	84	Manitoba †	43,807
29	Chicago	51,120	85	Tulane	43,725
30	Wisconsin	51,102	86	Kentucky	43,637
31	Colorado State	51,000	87	McGill †	43,609
32	New York University	50,965	88	South Carolina	43,502
33	Johns Hopkins	50,900	89	Southern Illinois	43,492
34	MIT	50,700	90	Oregon	43,382
35	Indiana	50,369	91	Case Western Reserve	43,284
36	Pennsylvania State	50,160	92	Laval †	43,150
37	Emory	49,825	93	Wayne State	43,024
38	Illinois, Urbana	49,542	94	Missouri	42,825
39	Notre Dame	49,526	95	Florida State	42,635
40	Tennessee	49,382	96	Boston University	42,581
41	Hawaii	49,296	97	Texas A&M	42,486
41	Washington	49,296	98	Florida	42,082
43	Cornell	49,035	99	Washington U.-St. Louis	41,870
44	Minnesota	49,031	100	Vanderbilt	41,500
45	Northwestern	49,005	101	Houston	41,129
46	Georgetown	48,872	102	Waterloo †	40,965
47	Michigan State	48,800	103	McMaster †	40,808
48	Toronto †	48,735	104	Queen's	40,673
49	Georgia Tech	48,600	105	Pittsburgh	40,350
50	George Washington	48,323	106	Oklahoma	40,311
51	Duke	48,300	107	Rochester	40,014
52	Michigan	48,248	108	Oklahoma State	39,960
53	Arizona State	48,009	109	Alabama	39,300
54	Virginia Tech	47,893	110	Texas Tech	38,000
55	Washington State	47,701	111	Western Ontario †	37,030
56	York †	47,689	112	Louisiana State	35,300

* Salaries of directors are not included in the calculation of medians. Excludes medical and law libraries. See Tables 37 and 44 for statistics related to medical and law library salaries.
† Canadian salaries expressed in U.S. dollars.

BEST COPY AVAILABLE

TABLE 12: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1999-2000*

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	$63,727	56	Washington	$48,769
2	Rutgers	63,407	57	Southern Illinois	48,634
3	California, Berkeley	63,250	58	Purdue	48,425
4	California, Irvine	63,233	59	Georgia Tech	48,321
5	California, Los Angeles	62,733	60	Ohio State	48,068
6	California, Davis	62,542	61	Georgia	47,838
7	California, San Diego	60,363	62	Wisconsin	47,773
8	California, Riverside	58,824	63	SUNY Buffalo	47,744
9	California, Santa Barbara	58,822	64	Nebraska	47,440
10	Columbia	58,392	65	Ohio University	47,404
11	New Mexico	57,474	66	Auburn	47,246
12	Princeton	57,144	67	Illinois, Chicago	47,187
13	Southern California	57,038	68	Rice	47,140
14	SUNY Stony Brook	56,802	69	Washington State	47,045
15	New York University	56,781	70	Virginia Tech	47,014
16	Connecticut	56,121	71	Howard	46,786
17	Harvard	55,899	72	British Columbia '	46,502
18	Dartmouth	54,719	73	Oklahoma	45,965
19	Iowa	54,219	74	Miami	45,962
20	Chicago	53,991	75	SUNY Albany	45,900
21	Massachusetts	53,417	76	South Carolina	45,788
22	Yale	53,017	77	Toronto '	45,629
23	Virginia	52,335	78	Tulane	45,345
24	Brown	51,916	79	Michigan State	44,933
25	Michigan	51,543	80	North Carolina	44,869
26	Hawaii	51,453	81	Kentucky	44,858
27	Indiana	51,449	82	Boston University	44,798
28	Colorado	51,259	83	York '	44,584
29	Emory	51,214	84	Missouri	44,547
30	Kent State	51,008	85	Utah	44,520
31	Colorado State	50,968	86	Pittsburgh	44,513
32	Delaware	50,944	87	Syracuse	44,436
33	Brigham Young	50,917	88	Washington U.-St. Louis	44,371
34	Georgetown	50,844	89	Kansas	43,963
35	Cincinnati	50,350	90	Florida	43,881
36	Northwestern	50,290	91	Texas A&M	43,732
37	Iowa State	50,243	92	Oregon	43,681
38	Johns Hopkins	50,169	93	Case Western Reserve	43,634
39	MIT	50,052	94	Vanderbilt	43,601
40	Cornell	50,044	95	Saskatchewan '	43,344
41	Illinois, Urbana	49,942	96	Houston	43,318
42	Wayne State	49,897	97	Alberta '	42,650
43	Notre Dame	49,895	98	Florida State	42,645
44	Pennsylvania State	49,771	99	Oklahoma State	42,455
45	North Carolina State	49,765	100	Rochester	42,095
46	Minnesota	49,728	101	Guelph '	41,555
47	Texas	49,588	102	McGill '	41,287
48	George Washington	49,253	103	McMaster '	40,070
49	Pennsylvania	49,243	104	Texas Tech	40,024
50	Temple	49,187	105	Laval '	39,376
51	Duke	49,117	106	Manitoba '	39,365
52	Arizona	49,080	107	Alabama '	38,807
53	Tennessee	48,977	108	Waterloo '	38,708
54	Maryland	48,895	109	Louisiana State	38,016
55	Arizona State	48,829	110	Queen's '	37,886
			111	Western Ontario '	37,436

* Reprinted from *ARL Annual Salary Survey 1999-2000*. Salaries of directors are not included in the calculation of averages. Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.

' Canadian salaries expressed in U.S. dollars.

BEST COPY AVAILABLE

TABLE 13: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 2000-2001*

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Berkeley	$68,414	57	Pennsylvania	$50,303
2	Stanford	67,221	58	Ohio State	49,952
3	Rutgers	66,454	59	Hawaii	49,789
4	California, Los Angeles	65,174	60	Purdue	49,751
5	California, Davis	64,057	61	Southern Illinois	49,552
6	California, Irvine	64,012	62	George Washington	49,215
7	California, Santa Barbara	63,487	63	Nebraska	49,138
8	California, San Diego	62,118	64	Iowa State	49,052
9	Columbia	60,862	65	Georgia	49,036
10	New Mexico	59,542	66	Auburn	48,970
11	California, Riverside	58,851	67	Maryland	48,895
12	Southern California	58,511	68	SUNY Albany	48,865
13	Connecticut	58,468	69	Miami	48,752
14	Princeton	58,102	70	Syracuse	48,709
15	New York University	57,780	71	York †	48,705
16	Massachusetts	57,199	72	Arizona State	48,635
17	Harvard	56,732	73	North Carolina	48,631
18	Dartmouth	56,541	74	Ohio University	48,530
19	Yale	56,488	75	Howard	48,442
20	Chicago	55,925	76	Washington State	48,335
21	SUNY Stony Brook	55,132	77	Oregon	48,187
22	Rice	54,928	78	Wayne State	47,805
23	MIT	54,846	79	Illinois, Chicago	47,671
24	Iowa	54,807	80	Utah	46,836
25	Boston College	54,649	81	South Carolina	46,830
26	Wisconsin	54,367	82	Missouri	46,388
27	Colorado	54,251	83	Kansas	46,280
28	Johns Hopkins	53,953	84	Alberta †	46,279
29	Michigan	53,921	85	Kentucky	46,050
30	Brigham Young	53,789	86	Case Western Reserve	45,806
31	Cornell	53,598	87	Boston University	45,710
32	Emory	53,584	88	Oklahoma	45,672
33	Indiana	53,415	89	Washington U.-St. Louis	45,559
34	Delaware	53,351	90	Vanderbilt	45,498
35	Brown	53,233	91	Texas A&M	45,474
36	Tennessee	52,831	92	Florida	45,450
37	North Carolina State	52,826	93	Toronto †	45,421
38	Illinois, Urbana	52,781	94	British Columbia †	45,327
39	Pennsylvania State	52,685	95	Tulane	45,232
40	Colorado State	52,567	96	Pittsburgh	45,179
41	Washington	52,348	97	Saskatchewan †	45,164
42	Virginia	52,058	98	Florida State	44,944
43	Minnesota	51,952	99	Rochester	43,922
44	Northwestern	51,915	100	Guelph †	43,918
45	SUNY Buffalo	51,877	101	Houston	43,775
46	Notre Dame	51,677	102	Laval †	43,353
47	Virginia Tech	51,617	103	McGill †	42,935
48	Kent State	51,493	104	Oklahoma State	42,899
49	Duke	51,384	105	Manitoba †	42,288
50	Cincinnati	51,300	106	McMaster †	41,861
51	Georgetown	51,108	107	Alabama	41,431
52	Texas	50,888	108	Waterloo †	41,251
53	Michigan State	50,820	109	Queen's †	41,118
54	Temple	50,745	110	Texas Tech	40,549
55	Arizona	50,378	111	Louisiana State	37,814
56	Georgia Tech	50,318	112	Western Ontario †	36,704

* Salaries of directors are not included in the calculation of averages.
Excludes medical and law libraries. See Tables 38 and 45 for statistics related to medical and law library salaries.
† Canadian salaries expressed in U.S. dollars.

BEST COPY AVAILABLE

TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FYs 1997-98 TO 2000-01*

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1998	1999	2000	2001	1998	1999	2000	2001	1998	1999	2000	2001
Alabama	109	108	107	107	109	105	111	109	108	93	98	80
Alberta	72	94	97	84	77	90	84	73	102	107	102	103
Arizona	78	74	52	55	65	68	50	61	33	9	11	9
Arizona State	68	59	55	72	58	50	28	53	61	79	65	15
Auburn	99	50	66	66	101	48	65	64	31	46	47	6
Boston University	100	75	82	25	104	79	82	17	60	62	62	38
Boston College	†	†	†	87	†	†	†	96	†	†	†	101
Brigham Young	70	39	33	30	68	36	29	24	70	73	37	64
British Columbia	41	55	72	94	36	54	79	79	93	102	104	106
Brown	31	26	24	35	37	25	25	21	45	48	56	63
California, Berkeley	4	4	3	1	3	5	5	2	20	26	30	50
California, Davis	5	6	6	5	3	4	2	2	20	26	30	50
California, Irvine	1	3	4	6	1	2	2	2	20	26	30	50
California, Los Angeles	6	5	5	4	3	2	2	2	20	26	30	50
California, Riverside	10	10	8	11	10	10	8	11	20	26	30	50
California, San Diego	9	8	7	8	11	9	6	6	20	26	30	50
California, Santa Barbara	7	7	9	7	7	7	8	6	20	26	30	50
Case Western Reserve	89	86	93	86	95	97	97	91	89	47	53	59
Chicago	23	25	20	20	34	38	26	29	19	20	21	11
Cincinnati	26	24	35	50	19	14	19	20	96	97	100	104
Colorado	82	51	28	27	63	53	27	14	70	33	47	41
Colorado State	27	28	31	40	39	44	32	31	3	6	8	15
Columbia	11	9	10	9	13	11	13	13	6	6	6	7
Connecticut	8	11	16	13	8	8	10	12	4	8	8	13
Cornell	36	49	40	31	61	73	45	43	53	60	64	60
Dartmouth	20	18	18	18	23	21	16	15	33	36	55	62
Delaware	33	29	32	34	24	23	23	18	77	50	37	27
Duke	29	36	51	49	44	55	58	51	29	43	27	58
Emory	42	34	29	32	45	32	35	37	49	60	65	80
Florida	106	97	90	92	105	101	94	98	61	79	65	64
Florida State	105	105	98	98	98	98	99	95	104	97	96	98
George Washington	†	†	48	62	†	†	39	50	†	†	65	74
Georgetown	32	40	34	51	33	35	33	46	12	2	3	10
Georgia	88	67	61	65	88	66	63	75	79	73	84	80
Georgia Tech	66	61	59	56	82	57	44	49	61	66	57	27
Guelph	52	72	101	100	28	40	89	78	88	90	101	102
Harvard	12	13	17	17	20	18	18	22	9	11	12	14
Hawaii	18	16	26	59	12	13	22	41	10	15	22	39
Houston	94	88	96	101	91	93	91	101	79	87	65	77

* Excludes medical and law libraries.
† Not a member during this year.

BEST COPY AVAILABLE

TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FYs 1997-98 TO 2000-01*

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1998	1999	2000	2001	1998	1999	2000	2001	1998	1999	2000	2001
Howard	69	45	71	75	64	43	72	68	7	1	7	22
Illinois, Chicago	57	65	67	79	67	65	68	83	42	44	47	41
Illinois, Urbana	47	47	41	38	48	49	43	38	33	36	23	23
Indiana	28	27	27	33	30	30	30	35	47	35	45	57
Iowa	22	19	19	24	16	17	17	27	79	50	65	80
Iowa State	38	54	37	64	56	47	46	66	53	50	57	64
Johns Hopkins	62	71	38	28	57	64	36	33	11	14	14	5
Kansas	93	89	89	83	90	88	83	82	96	93	65	64
Kent State	49	69	30	48	89	91	42	67	1	5	1	3
Kentucky	84	87	81	85	86	84	81	86	70	79	65	64
Laval	76	93	105	102	49	81	102	92	99	106	108	99
Louisiana State	91	109	109	111	107	109	110	112	53	73	89	80
McGill	79	99	102	105	60	80	92	84	105	104	107	111
McMaster	74	98	103	67	55	87	100	63	100	103	106	40
Manitoba	61	95	106	16	32	69	95	10	107	109	109	41
Maryland	56	64	54	103	70	70	47	87	106	99	46	110
Massachusetts	15	21	21	106	9	12	14	103	27	36	23	108
MIT	67	42	39	69	74	51	48	58	70	36	37	80
Miami	54	58	74	29	54	52	69	52	79	87	84	35
Michigan	35	31	25	53	72	60	53	47	42	36	37	23
Michigan State	64	78	79	43	69	74	86	44	33	16	23	41
Minnesota	34	33	46	82	40	41	40	94	33	50	37	93
Missouri	80	76	84	23	84	85	90	34	90	91	94	15
Nebraska	75	81	64	63	71	72	59	77	53	66	57	64
New Mexico	43	23	11	10	41	19	11	9	14	11	2	1
New York University	14	14	15	15	18	27	24	32	4	4	4	7
North Carolina	77	80	80	73	80	77	85	74	49	66	65	41
North Carolina State	58	43	45	37	50	58	49	59	48	44	47	35
Northwestern	45	37	36	44	47	45	41	45	70	77	88	80
Notre Dame	21	32	43	46	27	29	31	39	15	23	16	27
Ohio University	37	57	65	58	38	42	61	71	61	64	84	41
Ohio State	55	63	60	74	53	63	64	60	59	65	65	23
Oklahoma	87	73	73	88	96	104	104	106	33	23	16	15
Oklahoma State	107	103	99	104	108	107	103	108	95	33	47	74
Oregon	104	100	92	77	102	103	93	90	87	85	90	80
Pennsylvania	44	53	49	57	52	62	66	65	33	23	16	27
Pennsylvania State	40	35	44	39	35	31	34	36	15	20	20	27
Pittsburgh	95	90	86	96	99	99	98	105	33	50	65	80
Princeton	16	12	12	14	21	16	15	19	30	19	28	27

* Excludes medical and law libraries.
' Not a member during this year.

BEST COPY AVAILABLE

TABLE 14: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FYs 1997-98 TO 2000-01*

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1998	1999	2000	2001	1998	1999	2000	2001	1998	1999	2000	2001
Purdue	51	46	58	60	46	46	57	69	96	93	90	94
Queen's	108	107	110	109	103	106	109	104	109	108	110	109
Rice	71	66	68	22	66	75	76	25	32	41	54	73
Rochester	103	101	100	99	106	108	106	107	61	79	37	64
Rutgers	3	2	2	3	2	1	1	1	13	13	15	21
Saskatchewan	63	62	95	97	25	28	54	80	110	110	111	112
South Carolina	102	102	76	81	97	95	78	88	101	101	98	100
Southern California	19	15	13	12	26	26	20	28	18	20	29	4
Southern Illinois	60	38	57	61	62	37	75	89	27	16	13	15
Stanford	2	1	1	2	6	6	7	8	2	3	4	2
SUNY Albany	97	77	75	68	81	67	71	76	61	66	23	20
SUNY Buffalo	53	48	63	45	42	34	52	26	79	87	65	41
SUNY Stony Brook	17	20	14	21	17	20	12	23	53	66	37	26
Syracuse	83	92	87	70	87	86	77	72	79	50	65	41
Temple	65	84	50	54	75	83	67	70	61	50	65	77
Tennessee	50	30	53	36	43	33	51	40	61	66	65	80
Texas	73	70	47	52	78	71	60	62	49	50	37	64
Texas A&M	92	91	91	91	93	94	88	97	70	50	57	35
Texas Tech	110	110	104	110	110	110	107	110	94	78	87	92
Toronto	30	52	77	93	15	22	38	48	103	105	105	107
Tulane	59	60	78	95	51	59	74	85	42	49	47	41
Utah	101	96	85	80	94	92	86	81	79	79	65	74
Vanderbilt	85	83	94	90	92	100	101	100	70	79	90	80
Virginia	25	22	23	42	31	24	37	57	33	50	65	77
Virginia Tech	90	82	7	47	83	82	73	54	53	73	65	60
Washington	46	56	56	41	59	61	56	41	49	63	62	64
Washington State	81	85	69	76	76	78	62	55	90	93	65	80
Washington U.-St. Louis	86	79	88	89	100	102	96	99	79	85	93	95
Waterloo	96	104	108	108	79	96	105	102	92	100	103	105
Wayne State	48	44	42	78	85	76	70	93	15	16	16	27
Western Ontario	98	106	111	112	73	89	108	111	69	72	95	96
Wisconsin	24	41	62	26	22	39	55	30	46	42	61	34
Yale	13	17	22	19	14	15	21	16	8	10	10	12
York	39	68	83	71	29	56	80	56	78	92	97	97

* Excludes medical and law libraries.
' Not a member during this year.

TABLE 15: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY AND POSITION, FY 2000-2001*

SALARY INTERVALS	NUMBER OF STAFF								PERCENTAGE AT EACH LEVEL							
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
$175,000 or more	11	1		1					10	1		0				
150,000-174,999	20	2	2	1			1		18	1	1	0			0	
140,000-149,999	19	2						1	17	1						0
130,000-139,999	8	7	1	1				1	7	4	0	0				0
120,000-129,999	17	8	1				2	1	15	4	0				0	0
110,000-119,999	8	5	2	1	3		1		7	3	1	0	0		0	
100,000-109,999	13	27	4	4	2	1	3		12	14	2	1	0	0	0	
95,000-99,999		11	8	6			8			6	4	1			1	
90,000-94,999	4	23	24	6	2	3	13	4	4	12	11	1	0	0	1	0
85,000-89,999	1	28	16	10	4	9	13	5	1	14	8	2	0	1	1	0
80,000-84,999	3	18	24	11	7	7	34	8	3	9	11	2	1	1	2	0
75,000-79,999	4	12	29	28	24	30	56	24	4	6	14	5	2	3	4	1
70,000-74,999	2	16	34	28	20	29	79	15	2	8	16	5	2	3	6	1
65,000-69,999	1	14	20	61	63	59	157	84	1	7	10	11	5	7	11	3
60,000-64,999		10	17	77	85	78	164	113		5	8	14	7	9	11	4
55,000-59,999		7	11	81	81	93	227	170		4	5	15	7	10	16	6
50,000-54,999		4	6	86	153	129	208	283		2	3	16	13	14	15	10
48,000-49,999		1	2	27	58	62	94	178		1	1	5	5	7	7	6
46,000-47,999			1	26	96	68	76	209			0	5	8	8	5	8
44,000-45,999			3	31	88	65	75	209			1	6	7	7	5	8
42,000-43,999			2	11	53	57	63	237			1	2	4	6	4	9
40,000-41,999				10	78	53	48	236				2	6	6	3	9
38,000-39,999				13	96	73	43	239				2	8	8	3	9
36,000-37,999				7	97	37	30	219				1	8	4	2	8
34,000-35,999			1	5	66	22	14	195			0	1	5	2	1	7
32,000-33,999					45	5	14	147					4	1	1	5
30,000-31,999			1	2	42	7	7	86			0	0	3	1	0	3
29,000-29,999				1	13			20				0	1			1
28,000-28,999					8	2	1	18					1	0	0	1
27,000-27,999				1	3			19				0	0			1
26,000-26,999					4			10					0			0
25,000-25,999				1	3	1	2	6				0	0	0	0	0
24,000-24,999					2	1		6					0	0		0
23,000-23,999					5	2		1					0	0		0
22,000-22,999						1								0		
21,000-21,999																
Less than 21,000					1	2	1	1					0	0	0	0
TOTAL	**111**	**196**	**209**	**537**	**1,202**	**896**	**1,434**	**2,745**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

* Excludes medical and law libraries.

39

40

BEST COPY AVAILABLE

TABLE 16: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY, SEX, AND POSITION, FY 2000-2001*

SALARY INTERVALS	Women								Men							
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
$175,000 or more	7								4	1		1				
150,000-174,999	9	1	1						11	1	1	1			1	
140,000-149,999	7	1							12	1						1
130,000-139,999	4	4						1	4	3	1	1				
120,000-129,999	10	7	1						7	1					2	1
110,000-119,999	4	4	1		3				4	1	1	1			1	
100,000-109,999	3	13	2	1	1	1			10	14	2	3	1		3	
95,000-99,999		5	4	2			4			6	4	4			4	
90,000-94,999	2	14	11	3	2	1	5	1	2	9	13	3		2	8	3
85,000-89,999	1	19	10	3	2	3	9	4		9	6	7	2	6	4	1
80,000-84,999	1	12	10	7	4	2	22	6	2	6	14	4	3	5	12	2
75,000-79,999	3	5	16	17	13	17	31	14	1	7	13	11	11	13	25	10
70,000-74,999		8	19	16	12	11	43	9	2	8	15	12	8	18	36	6
65,000-69,999		9	9	38	37	23	91	61	1	5	11	23	26	36	66	23
60,000-64,999		9	14	47	36	39	106	88		1	3	30	49	39	58	25
55,000-59,999		4	7	56	39	57	156	121		3	4	25	42	36	71	49
50,000-54,999		3	5	66	92	71	135	198		1	1	20	61	58	73	85
48,000-49,999		1	1	19	32	39	65	125			1	8	26	23	29	53
46,000-47,999				16	43	38	54	147			1	10	53	30	22	62
44,000-45,999			2	20	42	41	44	147			1	11	46	24	31	62
42,000-43,999			1	7	31	33	35	158			1	4	22	24	28	79
40,000-41,999				6	43	29	33	166				4	35	24	15	70
38,000-39,999				10	49	48	29	160				3	47	25	14	79
36,000-37,999				3	52	25	22	152				4	45	12	8	67
34,000-35,999				3	37	16	9	142			1	2	29	6	5	53
32,000-33,999					25	5	9	109					20		5	38
30,000-31,999				1	24	6	5	66			1	1	18	1		20
29,000-29,999				1	7			18					6			2
28,000-28,999					6	1	1	13					2	1		5
27,000-27,999				1	1			14					2			5
26,000-26,999					2			6					2			4
25,000-25,999				1	2		1	5					1	1	1	1
24,000-24,999					1	1		5					1			1
23,000-23,999					2	2							3			1
22,000-22,999						1										
21,000-21,999																
Less than 21,000						1	1	1					1	1		
TOTAL	**51**	**119**	**114**	**344**	**640**	**511**	**910**	**1,937**	**60**	**77**	**95**	**193**	**562**	**385**	**524**	**808**

* Excludes medical and law libraries.

BEST COPY AVAILABLE

TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2000-2001*

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Director		$136,216	51	$133,007	60	$134,481	111
Associate Director		88,332	119	91,659	77	89,639	196
Assistant Director		75,747	114	78,308	95	76,911	209
Head, Branch		57,820	344	63,059	193	59,703	537
Functional Specialist		47,809	640	47,561	562	47,693	1,202
Subject Specialist		50,264	511	53,954	385	51,850	896
Dept. Head:	Acquisitions	57,435	66	59,046	30	57,938	96
	Reference	59,529	86	57,339	29	58,977	115
	Cataloging	55,758	148	57,941	41	56,232	189
	Serials	51,149	22	56,327	13	53,072	35
	Documents/Maps	55,135	46	52,521	41	53,903	87
	Circulation	53,881	65	49,781	21	52,880	86
	Rare Books/Manuscripts	59,316	43	67,819	38	63,305	81
	Computer Systems	67,633	27	66,479	52	66,873	79
	Other	54,903	407	57,735	259	56,004	666
Reference:	Over 14 years experience	50,550	472	49,688	191	50,302	663
	10 to 14 years experience	43,721	166	45,309	71	44,197	237
	5 to 9 years experience	39,778	202	39,404	78	39,674	280
	Under 5 years experience	35,110	227	36,036	86	35,365	313
Cataloging:	Over 14 years experience	50,318	311	47,709	130	49,549	441
	10 to 14 years experience	43,867	89	44,946	53	44,269	142
	5 to 9 years experience	39,483	74	41,705	33	40,168	107
	Under 5 years experience	36,048	71	35,288	25	35,850	96
Other:	Over 14 years experience	51,837	125	58,807	68	54,292	193
	10 to 14 years experience	42,442	46	46,111	16	43,389	62
	5 to 9 years experience	41,067	52	38,848	17	40,520	69
	Under 5 years experience	35,799	71	35,756	33	35,786	104
All Positions		**$51,922**	**4,595**	**$55,312**	**2,697**	**$53,176**	**7,292**

* Canadian salaries expressed in U.S. dollars. See Table 32 for salaries of Canadian librarians expressed in Canadian dollars. Excludes medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries.

BEST COPY AVAILABLE

TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2000-2001*

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	30.1	51	28.5	59	29.2	110
Associate Director	23.6	116	23.4	77	23.5	193
Assistant Director	23.8	114	23.7	95	23.8	209
Head, Branch	20.9	339	20.9	189	20.9	528
Functional Specialist	12.3	630	11.1	555	11.7	1,185
Subject Specialist	17.4	504	18.5	369	17.9	873
Dept. Head: Acquisitions	20.6	66	22.9	30	21.3	96
Reference	20.5	86	18.6	29	20.0	115
Cataloging	21.0	147	21.5	41	21.1	188
Serials	18.3	22	20.0	13	18.9	35
Documents/Maps	22.4	46	21.2	41	21.9	87
Circulation	19.6	65	14.6	21	18.4	86
Rare Books/Manuscripts	22.1	43	24.3	38	23.1	81
Computer Systems	18.1	27	16.6	52	17.1	79
Other	18.7	405	17.9	254	18.4	659
Public Services	13.2	153	13.4	61	13.3	214
Technical Services	15.6	75	13.4	35	14.9	110
Administrative Services	13.6	66	19.9	38	15.9	104
Reference	14.1	1,067	14.6	426	14.2	1,493
Cataloger	18.0	545	16.9	241	17.7	786
All Positions	**17.0**	**4,567**	**16.8**	**2,664**	**16.9**	**7,231**

* Includes Canadian libraries. See Table 33 for comparable figures in Canadian libraries only.
Excludes medical and law libraries. See Tables 40 and 47 for comparable figures in medical and law libraries.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2000-2001*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$37,688	518	$40,528	348	$38,829	866	12%
4 - 7 years	41,097	522	42,639	307	41,668	829	11%
8 - 11 years	45,043	573	48,252	305	46,158	878	12%
12 - 15 years	49,126	543	52,005	291	50,130	834	12%
16 - 19 years	54,105	527	55,946	281	54,745	808	11%
20 - 23 years	56,657	537	61,133	302	58,268	839	12%
24 - 27 years	60,964	495	64,129	346	62,266	841	12%
28 - 31 years	62,573	437	67,391	252	64,335	689	10%
32 - 35 years	64,498	286	68,458	164	65,941	450	6%
over 35 years	63,996	129	72,181	68	66,821	197	3%
All Positions	**$51,811**	**4,567**	**$55,005**	**2,664**	**$52,988**	**7,231**	**100%**

* Canadian salaries expressed in U.S. dollars. See Table 34 for salaries in Canadian dollars.
Excludes medical and law libraries. See Tables 41 and 48 for salaries in medical and law libraries.

TABLE 20: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2000-2001*

Position	Years of Experience									
	0–3 years	4 – 7 years	8–11 years	12–15 years	16–19 years	20–23 years	24–27 years	28–31 years	32–35 years	over 35 years
Director	N/A	N/A	N/A	N/A	†	$123,019	$136,997	$133,105	$131,498	$141,051
Associate Director	†	N/A	$88,834	$73,690	$82,197	84,331	93,049	93,104	92,852	†
Assistant Director	†	$70,340	78,545	71,441	71,204	80,321	78,240	80,848	76,515	77,735
Head, Branch	$40,934	47,003	51,659	54,592	56,660	59,838	62,766	66,251	63,090	80,210
Functional Specialist	41,109	43,606	46,398	49,040	51,888	54,714	54,735	57,166	59,568	62,238
Subject Specialist	39,501	41,973	45,834	50,644	53,678	55,114	55,656	60,383	57,821	62,587
Dept. Head: Acquisitions	†	†	54,571	50,778	57,822	56,226	63,141	61,202	66,963	68,990
Reference	49,359	47,767	48,126	53,843	61,292	61,115	59,920	64,911	68,657	†
Cataloging	†	42,919	46,164	56,201	55,315	57,005	59,231	59,720	61,866	63,838
Serials	†	49,273	49,898	†	N/A	55,765	51,346	61,104	58,935	N/A
Documents/Maps	†	41,621	43,674	44,941	55,128	54,659	58,722	59,640	61,906	59,333
Circulation	41,563	37,756	47,828	49,195	58,602	57,466	58,515	57,961	49,280	†
Rare Books/Manuscripts	†	†	†	49,070	60,185	62,914	64,771	73,975	66,341	†
Computer Systems	78,266	44,520	66,941	63,551	63,931	73,809	68,974	79,215	†	N/A
Other	47,305	46,105	50,523	53,097	57,811	56,546	60,355	61,572	63,704	64,517
Public Services	33,261	38,289	40,820	41,259	51,649	50,175	49,380	58,740	50,531	53,591
Technical Services	34,984	38,423	44,103	52,087	50,447	50,800	58,009	49,837	53,814	†
Administrative Services	38,578	44,554	46,110	47,113	54,732	54,089	68,084	55,690	45,438	80,134
Reference	35,050	38,501	41,909	45,173	47,855	50,114	51,254	51,972	55,449	50,087
Cataloger	35,330	39,256	42,271	45,782	47,996	48,767	47,769	50,764	53,198	51,139
All Positions: Average Salary	**$38,829**	**$41,668**	**$46,158**	**$50,130**	**$54,745**	**$58,268**	**$62,266**	**$64,335**	**$65,941**	**$66,821**
No. of Positions	**866**	**829**	**878**	**834**	**808**	**839**	**841**	**689**	**450**	**197**

* Years of experience reflect total professional experience. Canadian salaries expressed in U.S. dollars. Excludes medical and law libraries.
N/A - No positions reported in this category.
† Salary data are not published when fewer than four individuals are involved.

TABLE 21: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 2000-2001*

Position		Canadian (13)		Private (32)†		Public (67)		Total (112)	
		Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		$81,019	13	$159,343	32	$132,958	66	$134,481	111
Associate Director		61,499	27	103,720	58	89,126	111	89,639	196
Assistant Director		55,292	17	81,892	80	76,636	112	76,911	209
Head, Branch		48,748	50	63,265	151	59,732	336	59,703	537
Functional Specialist		39,400	97	51,493	455	46,270	650	47,693	1,202
Subject Specialist		43,886	59	53,557	380	51,458	457	51,850	896
Dept. Head:	Acquisitions	46,993	11	59,997	29	59,022	56	57,938	96
	Reference	48,494	11	59,381	39	60,509	65	58,977	115
	Cataloging	44,676	19	57,992	67	57,218	103	56,232	189
	Serials	‡	1	51,295	12	54,463	22	53,072	35
	Documents/Maps	46,631	11	50,997	17	56,096	59	53,903	87
	Circulation	44,362	12	50,868	30	56,575	44	52,880	86
	Rare Books/Manuscripts	50,070	10	62,388	26	66,777	45	63,305	81
	Computer Systems	50,522	10	71,246	29	67,791	40	66,873	79
	Other	46,819	44	58,665	228	55,490	394	56,004	666
Reference:	Over 14 years experience	44,725	96	49,541	161	51,922	406	50,302	663
	10 to 14 years experience	38,509	25	46,905	52	44,205	160	44,197	237
	5 to 9 years experience	35,083	27	41,354	72	39,690	181	39,674	280
	Under 5 years experience	30,453	23	37,827	88	34,851	202	35,365	313
Cataloging:	Over 14 years experience	44,771	44	50,859	164	49,529	233	49,549	441
	10 to 14 years experience	38,403	8	44,290	69	44,969	65	44,269	142
	5 to 9 years experience	‡	2	42,208	53	38,203	52	40,168	107
	Under 5 years experience	27,446	5	37,219	44	35,462	47	35,850	96
Other:	Over 14 years experience	45,567	12	57,152	47	54,071	134	54,292	193
	10 to 14 years experience	35,088	4	43,086	24	44,579	34	43,389	62
	5 to 9 years experience	‡	3	41,041	26	40,280	40	40,520	69
	Under 5 years experience	28,431	7	37,618	32	35,676	65	35,786	104
All Positions		**$44,681**	**648**	**$55,577**	**2,465**	**$53,077**	**4,179**	**$53,176**	**7,292**

* Canadian salaries expressed in U.S. dollars. Tables 31-34 show Canadian salaries in Canadian dollars. Excludes medical and law libraries.
( ) Indicates the number of ARL libraries in each category.
† Includes Boston College.
‡ Salary data are not published when fewer than four individuals are involved.

BEST COPY AVAILABLE

TABLE 22: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND TYPE OF INSTITUTION, FY 2000-2001*

Position		Canadian (13)		Private (32)*		Public (67)		Total (112)	
		Years	No.	Years	No.	Years	No.	Years	No.
Director		30.2	13	29.2	31	29.1	66	29.2	110
Associate Director		21.6	27	23.2	55	24.1	111	23.5	193
Assistant Director		27.4	17	22.6	80	24.1	112	23.8	209
Head, Branch		21.4	50	20.4	142	21.0	336	20.9	528
Functional Specialist		14.6	97	10.8	438	11.9	650	11.7	1,185
Subject Specialist		22.5	59	17.1	357	17.9	457	17.9	873
Dept. Head:	Acquisitions	21.1	11	21.2	29	21.4	56	21.3	96
	Reference	20.6	11	20.3	39	19.7	65	20.0	115
	Cataloging	21.8	19	21.1	66	20.9	103	21.1	188
	Serials	24.0	1	17.5	12	19.5	22	18.9	35
	Documents/Maps	20.2	11	18.0	17	23.3	59	21.9	87
	Circulation	17.4	12	18.3	30	18.7	44	18.4	86
	Rare Books/Manuscripts	24.2	10	22.1	26	23.5	45	23.1	81
	Computer Systems	21.4	10	14.9	29	17.6	40	17.1	79
	Other	20.5	44	18.0	221	18.3	394	18.4	659
Reference:	Over 14 years experience	24.8	96	24.0	161	23.7	406	23.9	663
	10 to 14 years experience	12.5	25	11.9	52	11.6	160	11.8	237
	5 to 9 years experience	6.9	27	6.9	72	6.8	181	6.8	280
	Under 5 years experience	2.4	23	2.3	88	2.1	202	2.2	313
Cataloging:	Over 14 years experience	26.3	44	25.0	164	25.7	233	25.5	441
	10 to 14 years experience	12.0	8	12.0	69	11.9	65	11.9	142
	5 to 9 years experience	8.0	2	7.1	53	6.8	52	7.0	107
	Under 5 years experience	1.8	5	2.0	44	2.3	47	2.2	96
Other:	Over 14 years experience	25.9	12	21.9	47	25.3	134	24.5	193
	10 to 14 years experience	11.0	4	11.7	24	11.8	34	11.7	62
	5 to 9 years experience	6.7	3	6.8	26	6.8	40	6.8	69
	Under 5 years experience	2.3	7	2.3	32	1.9	65	2.0	104
All Positions		**19.3**	**648**	**16.1**	**2,404**	**17.0**	**4,179**	**16.9**	**7,231**

* Excludes medical and law libraries.
( ) Indicates the number of ARL libraries in each category.
* Includes Boston College.

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2000-2001**

Position		Staff Over 110 (8)‡ Salary	No.	Staff 75-110 (25*) Salary	No.	Staff 50-74 (36) Salary	No.	Staff 23-49 (42) Salary	No.
Director		$151,913	8	$157,152	26	$132,206	36	$118,702	41
Associate Director		95,481	32	102,923	60	83,449	51	77,030	53
Assistant Director		82,741	34	83,445	55	73,119	64	71,290	56
Head, Branch		62,105	108	63,911	173	57,993	133	53,523	123
Functional Specialist		50,982	323	48,503	330	45,835	341	44,346	208
Subject Specialist		52,749	213	54,500	330	49,125	260	48,003	93
Dept. Head:	Acquisitions	64,226	8	63,110	20	57,253	34	54,102	34
	Reference	64,226	11	62,157	24	56,685	40	57,917	40
	Cataloging	57,788	35	57,612	65	55,438	46	53,729	43
	Serials	†	1	53,384	10	51,520	12	54,245	12
	Documents/Maps	56,233	9	58,366	20	52,491	27	51,577	31
	Circulation	53,320	13	55,755	23	53,323	28	49,050	22
	Rare Books/Manuscripts	68,555	8	80,170	13	60,517	28	57,582	32
	Computer Systems	84,089	6	70,902	20	65,079	30	61,219	23
	Other	58,804	80	59,229	250	54,642	181	50,950	155
Reference:	Over 14years experience	51,260	65	51,389	209	51,987	177	47,529	212
	10 to 14 years experience	46,823	29	44,707	72	43,758	73	42,912	63
	5 to 9 years experience	42,476	25	39,379	81	39,786	85	39,048	89
	Under 5 years experience	37,649	35	36,145	97	35,522	101	33,220	80
Cataloging:	Over 14 years experience	52,043	91	50,779	142	47,242	124	48,173	84
	10 to 14 years experience	45,659	27	45,489	55	42,799	37	42,087	23
	5 to 9 years experience	42,525	22	39,297	32	40,552	27	38,848	26
	Under 5 years experience	37,426	27	36,147	25	35,616	26	33,411	18
Other:	Over 14 years experience	59,021	29	55,634	71	52,804	60	49,956	33
	10 to 14 years experience	44,220	13	43,695	15	43,146	25	42,352	9
	5 to 9 years experience	39,422	16	43,719	18	40,139	19	38,473	16
	Under 5 years experience	36,093	24	37,828	37	32,986	32	36,390	11
All Positions		**$54,579**	**1,292**	**$55,420**	**2,273**	**$51,756**	**2,097**	**$50,761**	**1,630**

**Canadian salaries expressed in U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 21; Tables 31-34 show Canadian salaries in Canadian dollars. Excludes medical and law libraries. No ARL library has fewer than 25 professional staff members.

( ) Indicates the number of ARL libraries in each category.

‡ In 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98 over 120; in 1998-99 over 115; and in 1999-2000 and this year, over 110.

* Excludes Stanford, which did not report years of experience in 2000-01.

† Salary data are not published when fewer than four individuals are involved.

BEST COPY AVAILABLE

TABLE 24: YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SIZE OF PROFESSIONAL STAFF, FY 2000-2001**

Position		Staff Over 110 (8)† Years	Staff Over 110 (8)† No.	Staff 75-110 (25*) Years	Staff 75-110 (25*) No.	Staff 50-74 (36) Years	Staff 50-74 (36) No.	Staff 23-49 (42)‡ Years	Staff 23-49 (42)‡ No.
Director		28.1	8	29.6	25	29.3	36	29.1	41
Associate Director		24.0	32	22.1	57	25.0	51	23.2	53
Assistant Director		21.3	34	24.2	55	24.1	64	24.6	56
Head, Branch		20.5	108	21.5	164	21.1	133	20.2	123
Functional Specialist		9.4	317	13.1	319	12.4	341	12.0	208
Subject Specialist		17.4	213	19.0	307	17.4	260	16.9	93
Dept. Head:	Acquisitions	21.1	8	20.7	20	20.7	34	22.3	34
	Reference	20.3	11	22.2	24	18.7	40	19.9	40
	Cataloging	22.5	35	20.5	64	20.5	46	21.3	43
	Serials	32.0	1	18.8	10	17.7	12	19.2	12
	Documents/Maps	17.6	9	23.5	20	22.1	27	21.8	31
	Circulation	19.0	13	20.9	23	16.5	28	17.8	22
	Rare Books/Manuscripts	22.3	8	24.6	13	24.9	28	21.3	32
	Computer Systems	17.2	6	15.9	20	16.3	30	19.1	23
	Other	18.7	80	18.9	243	17.5	181	18.5	155
Reference:	Over 14 years experience	23.6	65	24.3	209	23.1	177	24.4	212
	10 to 14 years experience	12.1	29	11.7	72	11.9	73	11.7	63
	5 to 9 years experience	6.6	25	6.6	81	6.9	85	7.1	89
	Under 5 years experience	2.4	35	2.2	97	2.1	101	2.2	80
Cataloging:	Over 14 years experience	25.4	91	25.3	142	25.4	124	26.2	84
	10 to 14 years experience	12.1	27	11.8	55	11.9	37	12.0	23
	5 to 9 years experience	7.1	22	6.7	32	6.8	27	7.4	26
	Under 5 years experience	1.9	27	2.7	25	2.0	26	2.1	18
Other:	Over 14 years experience	23.9	29	23.9	71	24.8	60	25.8	33
	10 to 14 years experience	12.6	13	11.9	15	11.2	25	11.2	9
	5 to 9 years experience	6.2	16	6.7	18	7.5	19	6.6	16
	Under 5 years experience	2.2	24	1.9	37	2.0	32	2.4	11
All Positions		**15.6**	**1,286**	**17.5**	**2,218**	**16.7**	**2,097**	**17.5**	**1,630**

** Excludes medical and law libraries.
( ) Indicates the number of ARL libraries in each category.
† In 1995-96 and earlier, the first column of this table reported staff over 124; in 1996-98, over 120; in 1998-99, over 115; and in 1999-2000 and this year, over 110.
* Excludes Stanford, which did not report years of experience in 2000-01.
‡ No ARL library has fewer than 25 professional staff members.

BEST COPY AVAILABLE

TABLE 25: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY POSITION AND GEOGRAPHIC REGION, FY 2000-2001*

		Northeast		North Central		South			West		Canada	Total
Position		New England (9)	Middle Atlantic (14)	East N.Central (17)	West N.Central (7)	South Atlantic (18)	East S.Central (5)	West S.Central (9)	Mountain (7)	Pacific (13)	(13)	(112)
Director		$141,462	$156,357	$145,472	$132,674	$143,442	$121,071	$129,250	$121,620	$150,297	$81,019	$134,481
Associate Director		100,530	99,620	89,881	92,223	89,490	70,571	81,263	83,296	105,855	61,499	89,639
Assistant Director		73,896	83,146	79,626	76,412	75,446	73,733	81,736	76,359	79,740	55,292	76,911
Head, Branch		69,288	62,650	60,832	55,046	55,459	53,421	53,255	61,045	65,779	48,748	59,703
Functional Specialist		51,264	46,845	44,812	43,161	48,373	41,940	48,747	48,129	56,281	39,400	47,693
Subject Specialist		55,674	53,012	50,773	51,206	46,893	41,446	41,595	50,596	61,292	43,886	51,850
Dept. Head:	Acquisitions	67,303	58,685	60,725	62,789	57,033	51,061	50,070	61,626	59,738	46,993	57,938
	Reference	63,338	60,984	62,327	56,150	57,189	59,987	54,278	60,106	62,394	48,494	58,977
	Cataloging	64,460	60,866	59,703	58,467	51,496	†	52,129	57,527	57,251	44,676	56,232
	Serials	†	51,154	51,362	†	51,221	†	45,760	†	56,961	†	53,072
	Documents/Maps	60,252	53,526	54,693	55,944	51,537	†	47,459	†	65,460	46,631	53,903
	Circulation	57,150	57,831	56,484	†	54,857	44,838	46,526	53,553	50,756	44,362	52,880
	Rare Books/Manuscripts	66,683	69,601	67,376	50,177	64,982	†	51,483	†	81,213	50,070	63,305
	Computer Systems	79,841	74,075	66,749	63,604	61,170	†	62,129	†	77,446	50,522	66,873
	Other	60,674	58,263	57,190	55,576	55,517	49,676	49,622	52,826	63,835	46,819	56,004
Reference:	Over 14 years experience	56,674	51,504	48,620	45,974	45,991	48,393	45,247	51,862	60,788	44,725	50,302
	10 to 14 years experience	49,850	46,028	44,407	38,680	42,797	40,772	38,646	43,817	49,777	38,509	44,197
	5 to 9 years experience	43,932	41,097	40,526	37,636	39,275	39,718	34,704	40,742	43,055	35,083	39,674
	Under 5 years experience	39,843	36,570	36,505	33,124	35,690	33,895	31,150	36,133	35,603	30,453	35,365
Cataloging:	Over 14 years experience	55,014	49,429	46,680	48,929	45,144	45,691	40,023	49,293	58,888	44,771	49,549
	10 to 14 years experience	47,027	45,620	44,327	38,852	41,786	42,658	38,427	44,389	51,790	38,403	44,269
	5 to 9 years experience	44,171	39,432	40,158	39,196	39,011	36,335	36,035	41,777	40,230	†	40,168
	Under 5 years experience	40,502	36,201	36,346	†	36,582	32,400	32,293	†	34,500	27,446	35,850
Other:	Over 14 years experience	55,440	59,435	55,787	56,529	45,947	49,079	50,642	52,618	61,328	45,567	54,292
	10 to 14 years experience	43,780	41,078	44,921	37,548	46,803	†	39,074	45,154	†	35,088	43,389
	5 to 9 years experience	46,075	41,027	41,386	†	39,029	37,766	37,296	†	†	†	40,520
	Under 5 years experience	39,289	36,333	36,638	30,502	35,147	35,917	33,858	†	†	28,431	35,786
All Positions:	**Average Salary**	**$56,531**	**$55,491**	**$52,932**	**$50,934**	**$51,679**	**$47,982**	**$48,427**	**$53,095**	**$61,673**	**$44,681**	**$53,176**
	No. of Staff	**953**	**1,009**	**1,199**	**395**	**1,056**	**258**	**588**	**375**	**811**	**648**	**7,292**

* Canadian salaries expressed in U.S. dollars. Excludes medical and law libraries.
( ) Indicates number of ARL libraries included.
† Salary data are not published when fewer than four individuals are involved.

ARL UNIVERSITY LIBRARIES BY GEOGRAPHIC REGION*

Region	No. of Libs.	ARL University Libraries Included	States/Provinces Included
Northeast			
1. New England	(9)	Boston University, Boston College, Brown, Connecticut, Dartmouth, Harvard, Massachusetts Institute of Technology, Massachusetts, Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia, Cornell, New York, Pennsylvania, Pennsylvania State, Pittsburgh, Princeton, Rochester, Rutgers, State University of New York: Albany, Buffalo, Stony Brook, Syracuse, Temple	N.J., N.Y., Pa.
North Central			
3. East North Central	(17)	Case Western Reserve, Chicago, Cincinnati, Illinois-Chicago, Illinois-Urbana, Indiana, Kent State, Michigan, Michigan State, Notre Dame, Northwestern, Ohio University, Ohio State, Purdue, Southern Illinois, Wayne State, Wisconsin	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	(7)	Iowa, Iowa State, Kansas, Minnesota, Missouri, Nebraska, Washington U.-St. Louis	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
South			
5. South Atlantic	(18)	Delaware, Duke, Emory, Florida, Florida State, Georgia, Georgia Tech., Georgetown, George Washington, Howard, Johns Hopkins, Maryland, Miami, North Carolina, North Carolina State, South Carolina, Virginia, Virginia Tech	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	(5)	Alabama, Auburn, Kentucky, Tennessee, Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(9)	Houston, Louisiana State, Oklahoma, Oklahoma State, Rice, Texas, Texas A&M, Texas Tech, Tulane	Ark., La., Okla., Tex.
West			
8. Mountain	(7)	Arizona, Arizona State, Brigham Young, Colorado, Colorado State, New Mexico, Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Stanford; Washington; Washington State	Alaska, Calif., Hawaii, Ore., Wash.
Canada	(13)	Alberta, British Columbia, Guelph, Laval, McGill, McMaster, Manitoba, Queen's, Saskatchewan, Toronto, Waterloo, Western Ontario, York	Alta., B.C., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

*Regions are based on the classification used by the U. S. Bureau of the Census in tabulations of the Current Population Survey.

BEST COPY AVAILABLE

U.S. ARL UNIVERSITY LIBRARIES

Tables 26–30

TABLE 26: AVERAGE SALARIES OF U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND YEARS OF EXPERIENCE, FY 2000-2001*

Position	Years of Experience 0 - 3	4 - 7	8 -11	12-15	16-19	20-23	24-27	28-31	32-35	Over 35
Director	N/A	N/A	N/A	N/A	†	$131,736	$139,352	$143,950	$136,371	$157,400
Associate Director	†	N/A	$88,834	$84,605	$84,684	89,758	94,877	95,736	97,436	†
Assistant Director	†	$74,814	78,545	73,484	71,939	80,321	81,041	82,244	81,286	82,940
Head, Branch	$42,609	46,906	51,535	55,595	58,099	61,694	63,608	68,233	63,854	80,210
Functional Specialist	41,653	44,252	47,530	49,818	52,493	57,198	55,836	58,188	61,572	62,238
Subject Specialist	39,449	42,216	46,028	51,088	54,070	56,446	57,293	62,480	59,162	63,099
Dept. Head: Acquisitions	†	†	54,571	51,813	61,009	57,743	65,683	61,824	67,479	68,990
Reference	49,359	47,767	49,433	54,634	62,142	63,214	62,047	65,972	68,657	†
Cataloging	†	45,297	46,250	56,424	56,412	59,090	60,753	59,720	64,965	66,204
Serials	†	49,273	49,898	†	N/A	55,765	†	61,104	58,935	N/A
Documents/Maps	N/A	41,621	44,488	46,045	56,416	55,904	60,983	59,640	62,128	60,329
Circulation	42,647	†	48,296	49,445	59,435	58,073	61,396	60,757	48,513	†
Rare Books/Manuscripts	†	†	†	52,559	60,185	65,994	67,378	76,187	68,556	†
Computer Systems	78,266	46,693	66,941	63,551	74,255	75,845	72,524	79,215	†	N/A
Other	47,305	46,105	51,330	54,081	57,965	57,921	61,743	62,171	64,327	64,929
Public Services	33,987	38,590	41,191	41,598	51,783	52,706	50,728	59,765	50,694	53,591
Technical Services	34,984	38,423	44,103	52,087	50,447	50,800	58,009	50,366	54,668	†
Administrative Services	39,112	45,471	46,555	47,113	54,732	54,089	69,233	56,006	45,438	80,134
Reference	35,414	38,948	42,313	46,485	48,515	51,378	52,646	52,788	56,058	50,777
Cataloger	35,870	39,300	42,473	46,163	48,286	49,547	48,609	51,694	53,933	50,279
All Positions										
Average Salary	**$39,331**	**$42,125**	**$46,706**	**$50,937**	**$55,519**	**$59,887**	**$64,316**	**$65,992**	**$67,676**	**$67,571**
Number of Staff	**820**	**779**	**822**	**748**	**749**	**741**	**737**	**613**	**392**	**182**

* Excludes Canadian libraries. Excludes medical and law libraries.
† Salary data are not published when fewer than four individuals are involved.
N/A - No positions were reported in this category.

BEST COPY AVAILABLE

TABLE 27: NUMBER AND AVERAGE SALARIES OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2000-2001*

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Director		†	2	†	2	$130,430	4
Associate Director		†	10	†	3	91,427	13
Assistant Director		$85,884	7	$86,642	7	86,263	14
Head, Branch		56,788	37	66,828	14	59,544	51
Functional Specialist		46,457	61	46,800	51	46,614	112
Subject Specialist		49,158	74	55,683	44	51,591	118
Dept. Head:	Acquisitions	†	7	†	2	54,057	9
	Reference	†	4	†	1	55,249	5
	Cataloging	†	10	†	1	51,815	11
	Serials	†	2	N/A	N/A	†	2
	Documents/Maps	52,512	5	N/A	N/A	52,512	5
	Circulation	†	6	†	2	49,551	8
	Rare Books/Manuscripts	†	1	†	1	†	2
	Computer Systems	†	2	†	6	60,551	8
	Other	52,522	39	58,994	18	54,566	57
Reference:	Over 14 years experience	52,373	56	51,326	13	52,175	69
	10 to 14 years experience	46,356	23	46,213	10	46,313	33
	5 to 9 years experience	42,019	26	41,351	10	41,834	36
	Under 5 years experience	35,675	31	36,953	8	35,937	39
Cataloging:	Over 14 years experience	49,600	54	50,870	17	49,904	71
	10 to 14 years experience	43,250	17	48,739	6	44,682	23
	5 to 9 years experience	†	14	†	3	40,760	17
	Under 5 years experience	†	20	†	3	35,207	23
Other:	Over 14 years experience	50,813	6	46,586	6	48,700	12
	10 to 14 years experience	†	4	†	1	42,530	5
	5 to 9 years experience	†	8	†	1	42,008	9
	Under 5 years experience	†	13	†	2	33,123	15
All Positions		**$49,065**	**539**	**$53,456**	**232**	**$50,386**	**771**

* Excludes Canadian libraries. Excludes medical and law libraries.
† Salary data are not published when fewer than four individuals are involved in either category.
N/A - No positions were reported in this category.

59

BEST COPY AVAILABLE

TABLE 28: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2000-2001*

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	30.0	2	33.0	2	31.5	4
Associate Director	22.5	10	15.7	3	20.9	13
Assistant Director	30.0	7	18.7	7	24.4	14
Head, Branch	19.3	36	23.8	14	20.6	50
Functional Specialist	12.4	61	8.8	51	10.8	112
Subject Specialist	14.8	72	16.8	42	15.6	114
Dept. Head: Acquisitions	19.3	7	20.5	2	19.6	9
Reference	19.0	4	20.0	1	19.2	5
Cataloging	17.9	10	6.0	1	16.8	11
Serials	6.5	2	N/A	N/A	6.5	2
Documents/Maps	17.6	5	N/A	N/A	17.6	5
Circulation	24.5	6	12.5	2	21.5	8
Rare Books/Manuscripts	30.0	1	17.0	1	23.5	2
Computer Systems	16.5	2	10.7	6	12.1	8
Other	18.2	38	16.4	16	17.7	54
Public Services	10.4	18	14.6	7	11.6	25
Technical Services	7.9	7	17.3	3	10.7	10
Administrative Services	10.5	6	N/A	N/A	10.5	6
Reference	13.5	136	12.1	41	13.2	177
Cataloger	16.8	105	19.2	29	17.3	134
All Positions	**15.5**	**535**	**14.8**	**228**	**15.3**	**763**

*Excludes Canadian libraries. Excludes medical and law libraries.
N/A - No positions were reported in this category.

TABLE 29: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2000-2001*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$38,075	495	$41,244	325	$39,331	820	12%
4 - 7 years	41,557	491	43,093	288	42,125	779	12%
8 - 11 years	45,565	532	48,800	290	46,706	822	12%
12 - 15 years	50,218	478	52,211	270	50,937	748	11%
16 - 19 years	54,892	486	56,678	263	55,519	749	11%
20 - 23 years	58,164	467	62,824	274	59,887	741	11%
24 - 27 years	62,788	433	66,494	304	64,316	737	11%
28 - 31 years	63,988	390	69,496	223	65,992	613	9%
32 - 35 years	65,561	255	71,612	137	67,676	392	6%
over 35 years	64,322	117	73,420	65	67,571	182	3%
All Positions	**$52,539**	**4,144**	**$55,957**	**2,439**	**$53,806**	**6,583**	**100%**

*Excludes Canadian libraries. Excludes medical and law libraries.

TABLE 30: NUMBER AND AVERAGE SALARIES OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2000-2001*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$36,579	84	$40,276	42	$37,811	126	17%
4 - 7 years	42,007	60	46,427	32	43,545	92	12%
8 - 11 years	44,973	88	53,147	37	47,392	125	16%
12 - 15 years	49,756	72	56,436	24	51,426	96	13%
16 - 19 years	49,781	51	52,575	19	50,540	70	9%
20 - 23 years	53,639	45	55,294	15	54,052	60	8%
24 - 27 years	65,119	35	56,258	17	62,222	52	7%
28 - 31 years	58,598	48	65,980	22	60,918	70	9%
32 - 35 years	58,772	34	68,436	12	61,306	46	6%
over 35 years	57,391	18	67,574	8	60,525	26	3%
All Positions	**$48,988**	**535**	**$53,056**	**228**	**$50,204**	**763**	**100%**

*Excludes Canadian libraries. Excludes medical and law libraries.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 31–34

TABLE 31: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 2000-2001*

Institution	Filled Positions	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 2001	FY 2000	FY 2001	FY 2000	FY2001	FY 2000	FY2001	FY 2001
Alberta ‡	51	$64,415	$68,118	$63,886	$67,768	$35,524	$36,946	18.9
British Columbia ‡	79	70,232	66,717	64,575	65,612	34,731	35,425	19.8
Guelph	26	62,760	64,643	62,337	66,457	36,723	37,126	20.0
Laval	57	59,469	63,812	59,003	63,514	33,690	39,718	23.5
McGill ‡	53	62,355	63,197	62,045	64,190	34,000	34,000	20.5
McMaster ‡	23	60,517	61,617	60,288	60,066	34,058	34,655	20.0
Manitoba ‡	39	59,453	62,245	61,797	64,481	32,384	33.032	22.0
Queen's	35	57,219	60,522	55,342	59,867	32,000	34,465	19.4
Saskatchewan	26	65,462	66,478	69,919	65,517	31,095	31,905	19.8
Toronto ‡	131	68,914	66,856	72,372	71,734	34,300	35,000	17.5
Waterloo ‡	38	58,460	60,719	57,835	60,297	35,445	35,799	19.1
Western Ontario ‡	41	56,540	54,025	56,746	54,506	41,180	41,180	16.4
York ‡	49	67,335	71,691	64,431	70,195	39,836	39,836	17.3

* Salaries expressed in Canadian dollars. Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic. Excludes Canadian medical and law libraries. See Tables 35 and 42 for statistics related to medical and law library salaries.

‡ See Footnotes.

BEST COPY AVAILABLE

TABLE 32: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2000-2001*

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Director		$125,111	6	$114,233	7	$119,254	13
Associate Director		87,859	16	94,393	11	90,521	27
Assistant Director		86,370	10	74,263	7	81,385	17
Head, Branch		72,542	40	68,598	10	71,753	50
Functional Specialist		58,604	41	57,547	56	57,994	97
Subject Specialist		64,286	30	64,919	29	64,597	59
Dept. Head:	Acquisitions	60,790	6	79,227	5	69,170	11
	Reference	†	9	†	2	71,379	11
	Cataloging	†	16	†	3	65,759	19
	Serials	†	1	N/A	N/A	†	1
	Documents/Maps	72,854	6	63,578	5	68,637	11
	Circulation	65,297	12	N/A	N/A	65,297	12
	Rare Books/Manuscripts	75,675	6	70,734	4	73,698	10
	Computer Systems	61,167	4	83,163	6	74,364	10
	Other	69,760	34	66,041	10	68,914	44
Reference:	Over 14 years experience	66,204	73	64,646	23	65,831	96
	10 to 14 years experience	†	23	†	2	56,682	25
	5 to 9 years experience	51,431	20	52,235	7	51,640	27
	Under 5 years experience	43,668	18	48,984	5	44,824	23
Cataloging:	Over 14 years experience	67,904	26	63,004	18	65,899	44
	10 to 14 years experience	†	6	†	2	56,526	8
	5 to 9 years experience	†	1	†	1	†	2
	Under 5 years experience	†	4	†	1	40,398	5
Other:	Over 14 years experience	65,652	7	69,056	5	67,071	12
	10 to 14 years experience	51,647	4	N/A	N/A	51,647	4
	5 to 9 years experience	†	2	†	1	†	3
	Under 5 years experience	†	2	†	5	41,848	7
All Positions		**$65,762**	**423**	**$65,775**	**225**	**$65,766**	**648**

* Excludes Canadian medical and law libraries. See Tables 39 and 46 for salaries in medical and law libraries.
Salaries expressed in Canadian dollars.
† Salary data are not published when fewer than four individuals are involved in either category.
N/A - No positions were reported in this category.

64

TABLE 33: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 2000-2001*

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	31.5	6	29.0	7	30.2	13
Associate Director	22.3	16	20.7	11	21.6	27
Assistant Director	27.6	10	27.1	7	27.4	17
Head, Branch	21.9	40	19.3	10	21.4	50
Functional Specialist	14.1	41	14.9	56	14.6	97
Subject Specialist	20.2	30	24.9	29	22.5	59
Dept. Head: Acquisitions	18.0	6	24.8	5	21.1	11
Reference	20.8	9	20.0	2	20.6	11
Cataloging	20.6	16	28.3	3	21.8	19
Serials	24.0	1	N/A	N/A	24.0	1
Documents/Maps	24.8	6	14.6	5	20.2	11
Circulation	17.4	12	N/A	N/A	17.4	12
Rare Books/Manuscripts	24.0	6	24.5	4	24.2	10
Computer Systems	16.3	4	24.8	6	21.4	10
Other	21.0	34	18.8	10	20.5	44
Public Services	17.2	9	9.9	9	13.6	18
Technical Services	30.0	1	35.0	1	32.5	2
Administrations	11.6	5	24.0	1	13.7	6
Reference	16.9	134	18.1	37	17.1	171
Cataloger	21.2	37	22.4	22	21.7	59
All Positions	**19.2**	**423**	**19.7**	**225**	**19.3**	**648**

* Excludes Canadian medical and law libraries. See Tables 40 and 47 for figures in medical and law libraries.
N/A - No positions were reported in this category.

BEST COPY AVAILABLE

TABLE 34: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2000-2001*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$43,202	23	$44,758	23	$43,980	46	7.1%
4 - 7 years	49,758	31	52,634	19	50,851	50	7.7%
8 - 11 years	56,330	41	55,442	15	56,092	56	8.6%
12 - 15 years	60,485	65	72,649	21	63,456	86	13.3%
16 - 19 years	65,898	41	66,599	18	66,112	59	9.1%
20 - 23 years	68,602	70	65,616	28	67,748	98	15.1%
24 - 27 years	70,989	62	69,199	42	70,266	104	16.0%
28 - 31 years	74,814	47	75,362	29	75,023	76	11.7%
32 - 35 years	82,070	31	77,205	27	79,805	58	9.0%
over 35 years	'	12	'	3	84,963	15	2.3%
All Positions	**$65,762**	**423**	**$65,775**	**225**	**$65,766**	**648**	**100.0%**

*Excludes Canadian medical and law libraries. See Tables 41 and 48 for salaries in medical and law libraries.
Salaries expressed in Canadian dollars.
' Salary data are not published when fewer than four individuals are involved in either category.

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 35–41

TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 2000-2001*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	2	[1]	[1]	$27,000	14.0
Alberta	4	40,909	42,728	25,101	13.8
Arizona	16	51,890	49,559	38,789	19.9
Boston University	7	47,385	49,148	28,000	12.7
British Columbia	10	42,094	42,657	24,067	15.5
California, Davis	10	58,066	61,848	32,940	17.5
California, Irvine	3	[1]	[1]	32,940	23.0
California, Los Angeles	17	60,356	68,112	32,940	20.1
California, San Diego	8	59,929	57,984	32,940	17.5
Case Western Reserve	8	44,757	43,657	31,500	21.1
Cincinnati	22	50,156	44,095	25,000	18.7
Columbia	7	48,191	48,500	39,000	9.4
Connecticut	21	57,271	54,644	44,770	11.4
Cornell	9	60,948	55,990	37,500	22.1
Dartmouth [2]	10	42,614	42,557	32,200	12.6
Duke	18	45,426	45,150	32,800	20.2
Emory	13	47,760	45,705	30,000	14.4
Florida	16	40,490	41,301	32,000	15.6
George Washington	14	47,343	46,296	31,500	12.8
Georgetown	6	48,966	48,948	38,000	11.3
Harvard	35	53,196	51,598	36,300	11.8
Howard	6	39,465	37,919	35,049	20.8
Illinois, Chicago	28	44,826	40,000	33,000	11.1
Iowa	11	48,475	49,105	30,000	18.8
Johns Hopkins [2]	20	53,999	51,586	39,500	13.2
Kansas [2]	8	44,363	44,462	33,000	9.3
Kentucky	13	48,828	47,878	32,000	17.7
McGill	6	44,512	40,405	23,099	22.2
McMaster	6	44,967	44,195	23,544	23.0
Manitoba	11	30,391	28,214	22,441	11.6
Miami	8	50,882	46,624	30,000	22.0
Michigan	14	45,352	41,282	33,500	13.1
Minnesota	15	47,829	45,522	33,000	17.2
Missouri	8	37,632	36,565	29,200	14.4
Nebraska	12	$46,263	$42,040	$25,000	16.9
New Mexico	18	31,320	30,931	41,400	21.4

*Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic
Canadian salaries expressed in U.S. dollars.
[1] Salary data are not published when fewer than four individuals are involved.
[2] See Footnotes.

TABLE 35: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 2000-2001*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
New York University	17	59,935	54,106	40,000	13.7
North Carolina	25	50,113	48,094	34,500	17.5
Northwestern	11	46,375	44,283	30,000	14.2
Ohio State	13	45,945	47,750	35,000	12.9
Oklahoma	8	39,679	40,269	25,000	11.6
Oklahoma State *	3	‡	‡	30,000	24.3
Pennsylvania	14	47,647	48,029	34,000	18.0
Pennsylvania State	4	47,361	48,600	34,000	16.3
Pittsburgh	23	45,279	41,266	30,000	13.3
Queen's	7	34,007	32,930	23,415	14.1
Rochester	20	42,988	41,081	33,418	13.4
Saskatchewan	2	‡	‡	21,676	5.5
South Carolina	6	42,069	40,693	30,000	12.0
Southern California	15	U/A	U/A	36,804	18.1
Southern Illinois	4	49,703	49,504	30,000	18.8
Stanford	9	59,892	53,685	41,200	N/A
SUNY Buffalo	16	47,392	49,307	33,000	16.9
SUNY Stony Brook	18	55,771	52,500	34,500	10.6
Temple	9	43,130	42,936	30,000	19.7
Texas A&M	13	42,784	40,920	33,500	14.0
Texas Tech *	19	45,193	41,243	33,912	19.1
Toronto	18	43,982	48,003	23,778	12.7
Tulane	8	41,751	41,578	33,000	20.1
Utah	10	47,712	43,354	29,000	18.1
Vanderbilt	23	43,333	40,589	30,000	10.6
Virginia	12	51,582	51,500	31,000	16.3
Washington	19	51,590	48,588	32,000	18.3
Washington U.-St. Louis	17	51,375	42,054	35,043	21.1
Wayne State	8	39,522	34,941	34,000	9.6
Western Ontario	8	34,302	34,309	27,977	13.4
Wisconsin	11	47,074	46,490	33,906	7.2
Yale	14	48,413	45,350	37,100	11.5

*Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
†Canadian salaries expressed in U.S. dollars.
‡Salary data are not published when fewer than four individuals are involved.
*See Footnotes.

TABLE 36: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FY 2000-2001*

Rank	Institution	Salary	Rank	Institution	Salary
1	Connecticut	$44,770	36	Dartmouth	$32,200
2	New Mexico	41,400	37	Florida	32,000
3	Stanford	41,200	37	Kentucky	32,000
4	New York	40,000	37	Washington	32,000
5	Johns Hopkins	39,500	40	Case Western Reserve	31,500
6	Columbia	39,000	40	George Washington	31,500
7	Arizona	38,789	42	Virginia	31,000
8	Georgetown	38,000	43	Emory	30,000
9	Cornell	37,500	43	Iowa	30,000
10	Yale	37,100	43	Miami	30,000
11	Southern California	36,804	43	Northwestern	30,000
12	Harvard	36,300	43	Oklahoma State	30,000
13	Howard	35,049	43	Pittsburgh	30,000
14	Washington-St. Louis	35,043	43	South Carolina	30,000
15	Ohio State	35,000	43	Southern Illinois	30,000
16	North Carolina	34,500	43	Temple	30,000
16	SUNY Stony Brook	34,500	43	Vanderbilt	30,000
18	Pennsylvania	34,000	53	Missouri	29,200
18	Pennsylvania State	34,000	54	Utah	29,000
18	Wayne State	34,000	55	Boston University	28,000
21	Texas Tech	33,912	56	Western Ontario †	27,977
22	Wisconsin	33,906	57	Alabama	27,000
23	Michigan	33,500	58	Alberta †	25,101
23	Texas A&M	33,500	59	Cincinnati	25,000
25	Rochester	33,418	59	Nebraska	25,000
26	Illinois, Chicago	33,000	59	Oklahoma	25,000
26	Kansas	33,000	62	British Columbia †	24,067
26	Minnesota	33,000	63	Toronto †	23,778
26	SUNY Buffalo	33,000	64	McMaster †	23,544
26	Tulane	33,000	65	Queen's †	23,415
31	Calif. Davis	32,940	66	McGill †	23,099
31	Calif. Irvine	32,940	67	Manitoba †	22,441
31	Calif. Los Angeles	32,940	68	Saskatchewan †	21,676
34	Duke	32,800			
35	Calif. San Diego	32,490			

* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
† Canadian salaries expressed in U.S. dollars.

TABLE 37: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FY 2000-2001*

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Los Angeles	$68,112	33	Duke	$45,150
2	California, Davis	61,848	34	Kansas	44,462
3	California, San Diego	57,984	35	Northwestern	44,283
4	Cornell	55,990	36	McMaster †	44,195
5	Connecticut	54,644	37	Cincinnati	44,095
6	New York University	54,106	38	Case Western Reserve	43,657
7	Stanford	53,685	39	Utah	43,354
8	SUNY Stony Brook	52,500	40	Temple	42,936
9	Harvard	51,598	41	Alberta †	42,728
10	Johns Hopkins	51,586	42	British Columbia †	42,657
11	Virginia	51,500	43	Dartmouth	42,557
13	New Mexico	50,931	44	Washington U.-St. Louis	42,054
14	Arizona	49,559	45	Nebraska	42,040
15	SUNY Buffalo	49,307	46	Tulane	41,578
16	Boston University	49,148	47	Florida	41,301
17	Iowa	49,105	48	Michigan	41,282
18	Georgetown	48,948	49	Pittsburgh	41,266
19	Pennsylvania State	48,600	50	Texas Tech	41,243
20	Washington	48,588	51	Rochester	41,081
21	Columbia	48,500	52	Texas A&M	40,920
22	North Carolina	48,094	53	South Carolina	40,693
23	Pennsylvania	48,029	54	Vanderbilt	40,589
24	Toronto †	48,003	55	McGill †	40,405
25	Kentucky	47,878	56	Oklahoma	40,269
26	Ohio State	47,750	57	Illinois, Chicago	40,000
27	Miami	46,624	58	Howard	37,919
28	Wisconsin	46,490	59	Missouri	36,565
29	George Washington	46,296	60	Wayne State	34,941
30	Emory	45,705	61	Western Ontario †	34,309
31	Minnesota	45,522	62	Queen's †	32,930
32	Yale	45,350	63	Manitoba †	28,214

* Salaries of directors are not included in the calculation of medians. Alabama; California, Irvine; Oklahoma State; Saskatchewan; and Southern Illinois are not ranked because they reported fewer than four individuals. Southern California is not ranked because its median is unavailable.

† Canadian salaries expressed in U.S. dollars.

BEST COPY AVAILABLE

TABLE 38: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FY 2000-2001*

Rank	Institution	Salary	Rank	Institution	Salary
1	Cornell	$60,948	33	Wisconsin	$47,074
2	California, Los Angeles	60,356	34	Northwestern	46,375
3	New York University	59,935	35	Nebraska	46,263
4	California, San Diego	59,929	36	Ohio State	45,945
5	Stanford	59,892	37	Duke	45,426
6	California, Davis	58,066	38	Michigan	45,352
7	Connecticut	57,271	39	Pittsburgh	45,279
8	SUNY Stony Brook	55,771	40	Texas Tech	45,193
9	Johns Hopkins	53,999	41	McMaster †	44,967
10	Harvard	53,196	42	Illinois, Chicago	44,826
11	Arizona	51,890	43	Case Western Reserve	44,757
12	Washington	51,590	44	McGill †	44,512
13	Virginia	51,582	45	Kansas	44,363
15	Washington U.-St. Louis	51,375	46	Toronto †	43,982
16	New Mexico	51,320	47	Vanderbilt	43,333
17	Miami	50,882	48	Temple	43,130
18	Cincinnati	50,156	49	Rochester	42,988
19	North Carolina	50,113	50	Texas A&M	42,784
20	Georgetown	48,966	51	Dartmouth	42,614
21	Kentucky	48,828	52	British Columbia †	42,094
22	Iowa	48,475	53	South Carolina	42,069
23	Yale	48,413	54	Tulane	41,751
24	Columbia	48,191	55	Alberta †	40,909
25	Minnesota	47,829	56	Florida	40,490
26	Emory	47,760	57	Oklahoma	39,679
27	Utah	47,712	58	Wayne State	39,522
28	Pennsylvania	47,647	59	Howard	39,465
29	SUNY Buffalo	47,392	60	Missouri	37,632
30	Boston University	47,385	61	Western Ontario	34,302
31	Pennsylvania State	47,361	62	Queen's	34,007
32	George Washington	47,343	63	Manitoba †	30,391

* Salaries of directors are not included in the calculation of averages. Alabama; California, Irvine; Oklahoma State; Saskatchewan; and Southern Illinois are not ranked because they reported fewer than four individuals. Southern California is not ranked because its average is unavailable.

† Canadian salaries expressed in U.S. dollars.

TABLE 39: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2000-2001*

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Head, Medical		$95,271	38	$106,496	19	$99,013	57
Associate Director		68,009	43	69,208	15	68,319	58
Assistant Director		57,762	23	58,985	7	58,047	30
Head, Branch		50,141	24	57,125	4	51,138	28
Functional Specialist		44,796	60	47,570	41	45,922	101
Subject Specialist		47,005	38	45,059	6	46,740	44
Dept. Head:	Acquisitions	44,898	10	55,594	5	48,463	15
	Reference	51,618	23	53,760	8	52,171	31
	Cataloging	†	15	†	2	52,082	17
	Serials	45,966	5	N/A	N/A	45,966	5
	Circulation	48,965	13	37,642	4	46,300	17
	Rare Books/Manuscripts	†	6	†	3	56,576	9
	Computer Systems	55,071	7	55,596	10	55,380	17
	Other	54,290	57	53,859	10	54,226	67
Reference:	Over 14 years experience	45,861	70	48,427	19	46,409	89
	10 to 14 years experience	45,909	30	47,156	7	46,145	37
	5 to 9 years experience	39,976	46	40,951	9	40,136	55
	Under 5 years experience	35,135	56	43,119	11	36,446	67
Cataloging:	Over 14 years experience	†	6	†	1	42,739	7
	10 to 14 years experience	†	1	N/A	N/A	†	1
	5 to 9 years experience	†	4	†	1	44,019	5
	Under 5 years experience	†	5	†	1	38,735	6
Other:	Over 14 years experience	48,319	30	45,261	9	47,613	39
	10 to 14 years experience	38,649	7	N/A	N/A	38,649	7
	5 to 9 years experience	41,887	7	39,700	5	40,976	12
	Under 5 years experience	36,644	15	38,860	5	37,198	20
All Positions		**$50,514**	**639**	**$55,343**	**202**	**$51,674**	**841**

* Canadian salaries expressed in U.S. dollars.
† Salary data are not published when fewer than four individuals are involved in either category.
N/A - No positions were reported in this category.

BEST COPY AVAILABLE

TABLE 40: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 2000-2001

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Head, Medical	25.4	38	26.1	18	25.6	56
Associate Director	22.6	43	19.6	15	21.8	58
Assistant Director	21.0	23	15.3	7	19.6	30
Head, Branch	20.4	24	22.3	4	20.6	28
Functional Specialist	11.6	59	9.7	40	10.8	99
Subject Specialist	16.6	37	8.2	6	15.4	43
Dept. Head: Acquisitions	18.1	10	24.2	5	20.1	15
Reference	18.9	23	13.3	8	17.4	31
Cataloging	18.1	15	23.0	2	18.6	17
Serials	19.8	5	N/A	N/A	19.8	5
Circulation	14.2	13	5.3	4	12.1	17
Rare Books/Manuscripts	23.0	6	21.0	3	22.3	9
Computer Systems	14.1	7	8.3	9	10.9	16
Other	18.1	56	16.7	10	17.9	66
Public Services	14.7	35	11.5	11	13.9	46
Technical Services	17.5	10	8.6	5	14.5	15
Administrative Services	11.9	14	25.0	3	14.2	17
Reference	11.5	202	12.8	46	11.8	248
Cataloger	12.1	16	11.0	3	11.9	19
All Positions	**15.7**	**636**	**14.4**	**199**	**15.4**	**835**

N/A - No positions were reported in this category.

TABLE 41: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2000-2001*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$37,328	82	$43,668	34	$39,186	116	14%
4 - 7 years	40,873	84	46,973	34	42,631	118	14%
8 - 11 years	45,122	78	48,537	18	45,763	96	11%
12 - 15 years	49,042	70	53,591	21	50,092	91	11%
16 - 19 years	52,094	70	56,020	28	53,216	98	12%
20 - 23 years	53,068	96	60,594	25	54,623	121	14%
24 - 27 years	60,505	71	57,271	12	60,037	83	10%
28 - 31 years	63,965	59	71,300	20	65,822	79	9%
32 - 35 years	†	19	†	3	77,308	22	3%
over 35 years	63,424	7	77,244	4	68,450	11	1%
All Positions	**$50,470**	**636**	**$54,722**	**199**	**$51,484**	**835**	**100%**

* Canadian salaries expressed in U.S. dollars.
† Salary data are not published when fewer than four individuals are involved in either category.

ARL UNIVERSITY LAW LIBRARIES

Tables 42–48

TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
IN ARL UNIVERSITY LAW LIBRARIES, FY 2000-2001*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	8	$42,755	$41,296	$32,000	14.3
Alberta	3	‡	‡	25,101	25.3
Arizona	9	50,387	51,084	40,000	14.9
Arizona State	8	47,954	50,000	36,000	12.6
Boston University	10	57,733	50,000	45,000	14.5
Boston College	12	57,959	59,650	33,350	16.8
British Columbia †	3	‡	‡	24,067	27.0
California, Davis	6	64,858	68,112	32,940	22.0
California, Los Angeles	13	57,418	61,848	32,940	11.7
Case Western Reserve	11	51,964	50,800	37,500	12.6
Cincinnati	8	52,450	54,563	25,000	16.6
Colorado	7	49,608	46,229	33,500	14.3
Columbia	15	62,048	61,145	39,000	12.6
Connecticut	13	54,880	54,733	36,900	12.2
Cornell	7	51,355	49,830	39,000	11.4
Duke	10	56,372	54,000	32,800	17.9
Emory	9	55,203	52,360	30,000	16.0
Florida	11	47,184	46,175	35,000	24.5
Florida State	10	43,002	43,825	27,000	18.0
George Washington	17	55,703	55,840	40,000	11.2
Georgetown	22	61,857	56,000	38,357	12.9
Georgia	10	46,903	46,459	35,000	13.9
Harvard	43	61,800	62,918	36,300	17.6
Hawaii	4	50,032	45,576	33,312	14.8
Houston	16	43,414	45,501	31,000	14.9
Howard	9	41,316	39,687	35,049	9.7
Illinois, Urbana	5	51,973	51,946	35,000	9.6
Indiana	8	52,717	52,059	32,818	17.5
Iowa	14	56,711	49,750	30,000	16.7
Kansas	6	39,742	40,000	28,500	9.3
Kentucky	8	38,517	40,000	32,000	7.8
Louisiana State	10	51,339	44,799	35,000	21.0
McGill †	5	41,364	42,494	23,099	16.6
Manitoba †	3	‡	‡	22,441	21.3
Miami	15	44,229	45,015	30,000	12.7
Michigan †	10	62,284	57,001	41,000	16.8
Minnesota	13	55,456	52,288	33,000	16.9

* Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
† Canadian salaries expressed in U.S. dollars.
‡ Salary data are not published when fewer than four individuals are involved.
See Footnotes.

77

TABLE 42: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE
IN ARL UNIVERSITY LAW LIBRARIES, FY 2000-2001*

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Missouri	7	$40,811	$37,447	$29,200	9.6
Nebraska	6	43,074	40,092	30,000	10.2
New Mexico [5]	5	53,765	55,803	38,000	15.8
New York University	17	63,668	57,905	43,000	17.4
North Carolina	9	50,114	46,990	34,500	15.6
Northwestern	11	56,221	57,133	30,000	16.9
Notre Dame	12	53,575	53,595	34,000	13.3
Ohio State	8	49,165	47,000	35,000	12.6
Oklahoma	6	36,330	35,190	25,000	12.3
Oregon	5	41,374	37,814	32,000	17.6
Pennsylvania	14	56,355	57,400	34,000	15.1
Pennsylvania State	6	49,882	50,364	34,000	16.0
Queen's [5]	3	[1]	[1]	23,415	16.0
Rutgers, Camden	9	51,061	48,007	42,369	14.2
Rutgers, Newark	9	65,368	57,844	42,369	17.2
Saskatchewan [5]	3	[1]	[1]	21,676	11.0
South Carolina	10	50,441	44,000	36,000	13.9
Southern Illinois	5	62,995	68,754	35,000	18.2
Stanford	7	67,008	64,414	41,200	N/A
SUNY Buffalo	11	47,366	51,363	33,000	16.9
Temple	10	45,343	41,196	28,500	16.1
Tennessee	10	53,990	50,715	30,000	18.2
Texas	20	50,328	45,000	28,000	15.2
Texas Tech	4	48,612	48,307	29,916	18.5
Toronto [5]	7	51,326	51,196	23,778	7.6
Tulane	10	48,251	45,441	35,000	12.6
Utah	7	48,301	50,860	30,000	14.7
Vanderbilt	9	51,896	47,433	30,000	15.4
Virginia	13	61,225	52,500	31,000	17.5
Washington	16	53,232	53,868	40,000	15.7
Washington U.-St. Louis	8	47,041	51,116	37,500	11.8
Wayne State	4	47,345	42,000	34,000	15.8
Western Ontario [5]	3	[1]	[1]	27,977	15.3
Wisconsin	14	53,691	49,400	33,906	17.0
Yale	14	60,638	57,700	37,100	22.4
York	5	42,710	38,661	27,064	20.2

* Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
[5] Canadian salaries expressed in U.S. dollars.
[1] Salary data are not published when fewer than four individuals are involved.
See Footnotes.

TABLE 43: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FY 2000-2001*

Rank	Institution	Salary	Rank	Institution	Salary
1	Boston	$45,000	37	Minnesota	$33,000
2	New York	43,000	37	SUNY Buffalo	33,000
3	Camden - Law	42,369	40	Calif. Davis	32,940
3	Newark - Law	42,369	40	Calif. Los Angeles	32,940
5	Stanford	41,200	42	Indiana	32,818
6	Michigan	41,000	43	Duke	32,800
7	Arizona	40,000	44	Boston College	32,300
7	George Washington	40,000	45	Alabama	32,000
7	Washington	40,000	45	Kentucky	32,000
10	Columbia	39,000	45	Oregon	32,000
10	Cornell	39,000	48	Houston	31,000
12	Georgetown	38,357	48	Virginia	31,000
13	New Mexico	38,000	50	Emory	30,000
14	Case Western Reserve	37,500	50	Iowa	30,000
14	Washington-St. Louis	37,500	50	Miami	30,000
16	Yale	37,100	50	Nebraska	30,000
17	Connecticut	36,900	50	Northwestern	30,000
18	Harvard	36,300	50	Tennessee	30,000
19	Arizona State	36,000	50	Utah	30,000
19	South Carolina	36,000	50	Vanderbilt	30,000
21	Howard	35,049	58	Texas Tech	29,916
22	Florida	35,000	59	Missouri	29,200
22	Georgia	35,000	60	Kansas	28,500
22	Illinois, Urbana	35,000	60	Temple	28,500
22	Louisiana State	35,000	62	Texas	28,000
22	Ohio State	35,000	63	Western Ontario †	27,977
22	Southern Illinois	35,000	64	York †	27,064
22	Tulane	35,000	65	Florida State	27,000
29	North Carolina	34,500	66	Alberta †	25,101
30	Notre Dame	34,000	67	Cincinnati	25,000
30	Pennsylvania	34,000	67	Oklahoma	25,000
30	Pennsylvania State	34,000	69	British Columbia †	24,067
30	Wayne State	34,000	70	Toronto †	23,778
34	Wisconsin	33,906	71	Queen's †	23,415
35	Colorado	33,500	72	McGill †	23,089
36	Hawaii	33,312	73	Manitoba †	22,441
37	Illinois, Chicago	33,000	74	Saskatchewan †	21,676

* Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
† Canadian salaries expressed in U.S. dollars

TABLE 44: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2000-2001*

Rank	Institution	Salary	Rank	Institution	Salary
1	Southern Illinois	$68,754	33	Tennessee	$50,715
2	California, Davis	68,112	34	Pennsylvania State	50,364
3	Stanford	64,414	35	Arizona State	50,000
4	Harvard	62,918	35	Boston University	50,000
5	California, Los Angeles	61,848	37	Cornell	49,830
6	Columbia	61,145	38	Iowa	49,750
7	Boston College	59,650	39	Wisconsin	49,400
8	New York University	57,905	40	Rutgers, Camden	48,007
9	Rutgers, Newark	57,844	41	Vanderbilt	47,433
10	Yale	57,700	42	Ohio State	47,000
11	Pennsylvania	57,400	43	North Carolina	46,990
12	Northwestern	57,133	44	Georgia	46,459
13	Michigan	57,001	45	Colorado	46,229
14	Georgetown	56,000	46	Florida	46,175
15	George Washington	55,840	47	Houston	45,501
16	New Mexico	55,803	48	Tulane	45,441
17	Connecticut	54,733	49	Miami	45,015
18	Cincinnati	54,563	50	Texas	45,000
19	Duke	54,000	51	Louisiana State	44,799
20	Washington	53,868	52	South Carolina	44,000
21	Notre Dame	53,595	53	Florida State	43,825
22	Virginia	52,500	54	McGill †	42,494
23	Emory	52,360	55	Alabama	41,296
24	Minnesota	52,288	56	Temple	41,196
25	Indiana	52,059	57	Nebraska	40,092
26	Illinois, Urbana	51,946	58	Kansas	40,000
27	SUNY Buffalo	51,363	58	Kentucky	40,000
28	Toronto †	51,196	60	Howard	39,687
29	Washington U.-St. Louis	51,116	61	York †	38,661
30	Arizona	51,084	62	Oregon	37,814
31	Utah	50,860	63	Missouri	37,447
32	Case Western Reserve	50,800	64	Oklahoma	35,190

* Salaries of directors are not included in the calculation of medians. Alberta; British Columbia; Hawaii; Manitoba; Queen's; Saskatchewan; Texas Tech; Wayne State; and Western Ontario are not ranked because they reported fewer than four individuals.

† Canadian salaries expressed in U.S. dollars.

30

TABLE 45: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 2000-2001*

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	$67,008	33	Cornell	$51,355
2	Rutgers, Newark	65,268	34	Louisiana State	51,339
3	California, Davis	64,858	35	Toronto †	51,326
4	New York University	63,668	36	Rutgers, Camden	51,061
5	Southern Illinois	62,995	37	South Carolina	50,441
6	Michigan	62,284	38	Arizona	50,387
7	Columbia	62,048	39	Texas	50,328
8	Georgetown	61,857	40	North Carolina	50,114
9	Harvard	61,800	41	Pennsylvania State	49,882
10	Virginia	61,225	42	Colorado	49,608
11	Yale	60,638	43	Ohio State	49,165
12	Boston College	57,959	44	Utah	48,301
13	Boston University	57,733	45	Tulane	48,251
14	California, Los Angeles	57,418	46	Arizona State	47,954
15	Iowa	56,711	47	SUNY Buffalo	47,366
16	Duke	56,372	48	Florida	47,184
17	Pennsylvania	56,355	49	Washington U.-St. Louis	47,041
18	Northwestern	56,221	50	Georgia	46,903
19	George Washington	55,703	51	Temple	45,343
20	Minnesota	55,456	52	Miami	44,229
21	Emory	55,203	53	Houston	43,414
22	Connecticut	54,880	54	Nebraska	43,074
23	Tennessee	53,990	55	Florida State	43,002
24	New Mexico	53,765	56	Alabama	42,755
25	Wisconsin	53,691	57	York †	42,710
26	Notre Dame	53,575	58	Oregon	41,374
27	Washington	53,232	59	McGill †	41,364
28	Indiana	52,717	60	Howard	41,316
29	Cincinnati	52,450	61	Missouri	40,811
30	Illinois, Urbana	51,973	62	Kansas	39,742
31	Case Western Reserve	51,964	63	Kentucky	38,517
32	Vanderbilt	51,896	64	Oklahoma	36,330

* Salaries of directors are not included in the calculation of averages. Alberta; British Columbia; Hawaii; Manitoba; Queen's; Saskatchewan; Texas Tech; Wayne State; and Western Ontario are not ranked because they reported fewer than four individuals.

† Canadian salaries expressed in U.S. dollars.

BEST COPY AVAILABLE

TABLE 46: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 2000-2001*

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Head, Law		$112,410	36	$122,326	33	$117,152	69
Associate Director		77,880	28	71,309	14	75,690	42
Assistant Director		66,617	22	64,785	12	65,970	34
Functional Specialist		44,041	22	48,835	19	46,263	41
Subject Specialist		57,990	27	53,753	15	56,477	42
Dept. Head:	Acquisitions	49,034	21	51,462	8	49,704	29
	Reference	62,348	20	57,997	14	60,557	34
	Cataloging	*	34	*	2	54,991	36
	Serials	46,504	7	N/A	N/A	46,504	7
	Documents/Maps	*	14	*	1	47,345	15
	Circulation	49,081	23	43,857	8	47,733	31
	Rare Books/Manuscripts	*	2	*	3	54,528	5
	Computer Systems	56,331	5	55,423	12	55,690	17
	Other	54,413	29	56,634	20	55,320	49
Reference:	Over 14 years experience	54,038	33	54,425	12	54,141	45
	10 to 14 years experience	48,061	13	52,618	11	50,150	24
	5 to 9 years experience	44,444	25	45,907	12	44,918	37
	Under 5 years experience	41,490	39	44,798	16	42,452	55
Cataloging:	Over 14 years experience	51,857	16	49,712	7	51,204	23
	10 to 14 years experience	*	5	*	2	42,355	7
	5 to 9 years experience	*	12	*	1	39,456	13
	Under 5 years experience	*	3	*	3	39,710	6
Other:	Over 14 years experience	*	12	*	3	57,597	15
	10 to 14 years experience	52,723	7	47,371	4	50,777	11
	5 to 9 years experience	*	3	*	4	40,659	7
	Under 5 years experience	*	7	*	3	38,305	10
All Positions		$57,221	465	$62,947	239	$59,165	704

* Canadian salaries expressed in U.S. dollars.
N/A - No positions were reported in this category.
* Salary data are not published when fewer than four individuals are involved in either category.

BEST COPY AVAILABLE

TABLE 47: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 2000-2001

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Head, Law	25.9	36	24.0	32	25.0	68
Associate Director	22.3	28	14.1	14	19.5	42
Assistant Director	17.7	21	16.6	12	17.3	33
Functional Specialist	12.4	22	10.5	19	11.5	41
Subject Specialist	17.6	27	14.1	15	16.4	42
Dept. Head: Acquisitions	18.5	21	11.5	8	16.6	29
Reference	16.7	20	14.6	14	15.8	34
Cataloging	19.5	34	17.5	2	19.4	36
Serials	9.9	7	N/A	N/A	9.9	7
Documents/Maps	18.4	14	3.0	1	17.3	15
Circulation	13.9	23	9.1	8	12.6	31
Rare Books/Manuscripts	19.5	2	12.3	3	15.2	5
Computer Systems	12.0	5	12.8	12	12.5	17
Other	16.2	29	12.9	19	14.9	48
Public Services	13.4	11	10.0	5	12.3	16
Technical Services	15.5	12	7.5	4	13.5	16
Administrative Services	16.8	6	14.2	5	15.6	11
Reference	11.2	110	10.3	51	10.9	161
Cataloger	14.6	36	13.9	13	14.4	49
All Positions	16.1	464	13.8	237	15.3	701

N/A - No positions were reported in this category.

TABLE 48: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FY 2000-2001*

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$40,297	55	$43,701	36	$41,644	91	13%
4 - 7 years	45,214	57	49,369	41	46,952	98	14%
8 - 11 years	50,330	70	53,729	27	51,276	97	14%
12 - 15 years	54,604	50	57,858	51	56,247	101	14%
16 - 19 years	59,255	43	81,529	14	64,726	57	8%
20 - 23 years	64,529	68	74,328	25	67,163	93	13%
24 - 27 years	68,352	57	74,706	22	70,121	79	11%
28 - 31 years	69,825	31	90,795	11	75,317	42	6%
32 - 35 years	75,665	27	126,641	4	82,242	31	4%
over 35 years	73,485	6	108,353	6	90,919	12	2%
All Positions	**$57,171**	**464**	**$62,436**	**237**	**$58,951**	**701**	**100%**

* Canadian salaries expressed in U.S. dollars.

UNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2000-2001

UNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Individual salaries for the general, law, and medical library may be reported on the templates (located online at <ftp://www.arl.org/stat/salary/>), using Microsoft Excel. See "Instructions for Data Inputters." Please **DO NOT alter** the formatted worksheets on the templates in any way; do not change any page or line numbers. If you are not able to produce data that can be saved on the templates, please submit your data using the printed forms. [If you have an Excel or word-processing file with your data in properly labeled columns, you may submit a printout of that file in lieu of the preprinted forms.]

3. Salaries should be reported for both full-time and part-time professional positions. Salaries for part-time positions should **NOT** be converted to their full-time equivalents; report the actual part-time salary paid, and indicate the percent appointment for that employee in the appropriate column.

4. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. .75 x .75 = .56.

5. Percent appointment should be rounded to two decimal places; do NOT use whole numbers (e.g., enter .65, not 65 or 65%). All other numbers (e.g. salaries, years of experience) should be rounded to the **nearest whole number**.

6. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds **or from special funds such as research grants**. Please include all professionals involved in the provision of library services, including **contract-supported positions**.

7. The salary figures should be straight gross salary figures. **Do not include fringe benefits**.

8. Salary figures should be reported in digits only; do NOT use "$" or "," (e.g., 25470, not $25,470).

9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.

10. After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL should NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

11. The questionnaire should be returned to the ARL Office by August 31, 2000. If you are providing the individual data as an electronic file, please send the files as an email attachment to stats-ra@arl.org, and mail or fax Part I of the survey and a printout of the data file (Part II). Alternatively, you can save the files on a disk and mail the disk with the hard copy of Part I and Part II of the survey. **Be sure to keep a complete copy of your return, including the electronic version of the data for your files**.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with general information for the current fiscal year, 2000-2001.

2. Please include the Beginning Professional Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank.

3. **Question 1**. The Beginning Professional Salary is the salary that **would** be paid to a **newly hired professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

   Please report the **2000-2001** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 2000. Do not delay returning your survey with the expectation that more information will be available later.

4. The 2000-2001 Average and Median Salary figures will be calculated by ARL from the individual data supplied.

5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests information on salary, sex, minority status, rank, and years of experience for all filled positions for fiscal year 2000-2001. The survey requests information for individuals; aggregate data for each institution will be generated by computer. Vacant positions should be excluded from your report.

2. Data for the general, law, and medical libraries may be reported on separate templates; see #4 below for specific instructions.

3. **Survey Form.** If you are not able to submit the data in electronic form, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a printout from a word-processing document with all columns correctly ordered and labeled.

If you are reporting on paper forms only, list information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is only for Law or Medical library staff.

The left-hand column labeled "Name/ID" has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. **Template.** The templates contain data input files for general, law, and medical library data in .xls files that can be uploaded into spreadsheet programs. They are labeled as follows:

General	ARL0xxxx.xls
Law	LAW0xxxx.xls
Medical	MED0xxxx.xls

xxxx = Library identification number; see label on the file. The file names this year have a "0", standing for 2000-2001, preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

The files contain empty worksheets with columns labeled as follows:

Name/ID LibID Page Line Salary Job Sex OEOcat Yrsexp Rank

Percent Year Birth Job Add Lib Deg. Other Deg.

This year the following additional optional columns are included in anticipation of the changes to the standards for the classification of federal data on race and ethnicity:

Hispanic or Latino
Amer. Indian or Alaska Native
Asian
Black or African Amer.
Native Hawaiian/Other Pacific Islander
White

The first entry in the column labeled "LibID" is already filled in so there will be no question about the institutional identity of the files as they are received. If the files have been damaged in any way or if the number in the LibID column is not the same as the library number at <http://www.arl.org/stats/arlstat/instno_inam.html>, please call the ARL Office for instructions.

Detailed instructions for inputting data in each format are enclosed. **Please do not alter any formats, page or line numbers.**

After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note:

The data submitted to ARL does NOT include individual names or ID numbers, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. **Salary.** Enter the individual salaries ***as they exist*** on July 1, 2000. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

   Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "$" or "," in reporting in figures (e.g., 25470, not $25,470).

6. **Position Code (Job).** The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

   Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes.

DIRLIB	Director of Libraries (or equivalent title; refers to chief executive)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDCAT	Head, Catalog Department/Unit
HDCIRC	Head, Circulation
HDCOMP	Head, Library and Computer Systems
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDRBM	Head, Rare Book/Manuscripts Department
HDREF	Head, Reference Department
HDSER	Head, Serials Department
HDOTH	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMIN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Associate or Assistant Director, and Head, Other Branch. Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS). The "specialist" category would generally not be used for someone with significant supervisory responsibilities, who should instead be listed as a department head or assistant director (see also note under Assistant Department Head, below).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc.; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

[*Special note concerning Assistant Department Heads*. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

7. **Sex.** Indicate either M or F, for male and female, respectively. Please use only the letter indicated; do not spell out the word.

8. **Minority status code (OEOCat).** U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant.)

   1 Black
   2 Hispanic
   3 Asian or Pacific Islander
   4 American Indian or Native Alaskan
   5 Caucasian/Other

9. **Total years of professional experience (Yrsexp).** Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an

individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.

10. **Rank.** Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

Do not use roman numeral rank levels. Convert your local ranking system if necessary.

Complete the column labeled "Rank Code" using the following codes:

0	A rank normally occupied solely by the library director and/or assistant and associate directors.
9	Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
1	Lowest level in the rank structure.
2	Next highest level in the rank structure.
3-8	Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

The maximum number of ranks reported here should not exceed the maximum number of rank-levels reported in Part I for individual data under Rank Structure.

When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

11. **Percent.** Change the 100% appointment to less than that **only** for part-time people. Enter percent with decimal points. For example, a 65% appointment would be entered as .65. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. .75 x .75 = .56.

Please continue to enter data in additional categories.
(Shown on printed forms as the last 11 columns)

Instructions for Additional Categories

1. Year of Birth (YrBirth). For each individual, record the year of birth using only the last two digits of the birth year; e.g., if born in 1937, enter 37 in this column.

2. Position Code Addenda (JobAdd). Use this column to provide additional information only for the following position categories.

   NOTE: In a 25 August 2000 e-mail to Salary Survey participants, the following new JobAdd codes for FSPEC positions were added:

Marketing and Communications	COM
R&D of Digital Resources	DIG
Development Officer	DVP
Website Management	WEB

   a. **Associate and Assistant Directors** (ASCDIR and ASTDIR). For each category, indicate if the person has a defined area of responsibility using the codes below. Use the code that most closely reflects the general duties of the person in the position.

Administrative Services	ADM	Systems/Automation	SYS
Collection Development	CDV	Technical Services	TS
Public Services	PBS	Other or unspec.	OTH

   b. **Head, Other Branch Library** (HDBR). Use the codes below to indicate the subject area of the branch:

Science & Tech.	SCI	Undergraduate Library	UGL
Social/Behavioral Sci.	SBS	Other	OTH
Humanities/Fine Arts	HFA		

   c. **Functional Specialists** (FSPEC). Indicate any non-supervisory staff who are primarily responsible for the following activities using the codes below:

Acquisitions	ACQ	Serials	SER
Personnel	PER	Audiovisual/Media	AVM
Preservation	PRS	Interlibrary Loan	ILL
Staff Training	TRN	Archivist	ARC
Systems Anal./Program	SYS		

   d. **Subject Specialists, Reference Librarians, Catalogers, and Public Services** (SSPEC, REF, CAT, PUBS). Use these codes to indicate non-supervisory main and/or branch library staff who specialize in <u>one</u> of the following subject areas (either a sub-field, or the entire area). Do not add codes for staff in these positions who have broader, other, or mixed subject responsibilities (e.g. more than one field specialty); but do include subject specialists who also have some (i.e. 50% or less) general or other assignments.

Science & Tech.	SCI	Humanities/Fine Arts	HFA
Social/Behavioral Sci.	SBS	Undergraduate Library	UGL

e. **Head, Cataloging Department/Unit** (HDCAT). Use the codes below to indicate whether the person is the head of the entire cataloging department for the library, or the head of a specialized unit. If the person is head of the whole department, repeat the same HDCAT code as in the earlier column.

Head, all cataloging	HDCAT	Head, foreign languages	HDF
Head, copy cataloging	HDC	Head, non-book formats	HDN
Head, serials cat.	HDS	Head, other special cat.	HDO

f. **Head, Other Department/Service/Agency** (HDOTH). For heads of departments not given a separate category in the major list, please add one of the following codes:

Audio Visual/Media	AVM	Business/Personnel Office	BPO
Preservation	PRS	Other	OTH
Interlibrary Loan		ILL	Archivist

ARC

3. Library degrees earned (LibDeg). Use the following codes to indicate the highest academic degree earned in the field of librarianship:

0	None
1	Bachelor
2	Master
3	CAGS (6th yr. certificate)
4	Doctorate (Other than Ph.D.)
5	Ph.D.

4. Other degrees earned (OtherDeg). Use the following codes to indicate the highest degree earned in fields other than librarianship, including basic undergraduate education:

0	None
1	Bachelor
2	Master
3	Second Master (i.e., 2 subject fields)
4	CAGS (6th-year certificate)
5	LLB/JD
6	Doctorate (Other than Ph.D.)
7	Ph.D.

5. Years of professional experience at reporting institution (YrsLib). Use this line to report the number of years of professional experience each librarian has had at your institution. This figure should not exceed the number reported as Total Years of Professional Experience on the main part of the form.

6. Please complete as much of this section as possible (US libraries only), but do not hold up the reporting process if some of the data requested are not available. Canadian libraries should leave these columns blank. The major change in the revised standard for the classification of federal data on race and ethnicity is that now respondents are able to report more than one race by choosing multiple responses to the following questions.

7. **Ethnicity:** U.S. university libraries, only, should indicate Hispanic or Latino ethnicity by coding 1 to indicate the presence of the characteristic (1=yes) and 0 to indicate its absence. The definition of Hispanic or Latino ethnicity is: A person of Cuban, Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race.

8. **Race:** U.S. university libraries, only, should indicate race by choosing one or more responses among the five racial categories provided here. The definitions of the five racial categories are:

American Indian or Alaska Native (NatAm): A person having origins in any of the original peoples of North and South America (including Central America) who maintains tribal affiliation or community attachment.

Asian (Asian): A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American (Black): A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (HawPI). A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White (White): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

The presence or absence of a racial characteristics should be indicated by coding 1=yes and 0=no. You can select multiple racial categories for a person:

1= yes 0 = no American Indian or Native Alaska (AI/NA)
1= yes 0 = no Asian
1= yes 0 = no Black or African American
1= yes 0 = no Native Hawaiian or Other Pacific Islander (NH/OPI)
1= yes 0 = no White

INSTNO _____

ARL ANNUAL SALARY SURVEY 2000-2001

UNIVERSITY LIBRARY QUESTIONNAIRE

Part I: Summary Data

Reporting Institution_____ Date Returned to ARL_____

Report Prepared by (name)_____

Title_____

Email address_____ Phone number_____

Contact person (if different)_____

Title_____

Email address_____ Phone number_____

1. **Beginning Professional Salary**

	Main	Law	Medical
Beginning professional salary for 2000-2001	_____	_____	_____

*(**Note:** ARL will calculate the **2000-2001 median and average** professional salaries for your library from the individual data you supply in Part II of this questionnaire.)*

2. **Rank Structure**

Indicate the number of levels in your institution's rank structure for professional librarians. You should report here the maximum number of rank levels, reported in Part II for individual data, under the Rank column.

_____ 1 level (i.e., no differentiated levels)

_____ 2 levels

_____ 3 levels

_____ 4 levels

_____ 5 levels

_____ more than 5 levels (please specify the number of levels: _____)

3. FOOTNOTES

3a. Please list which libraries are included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

3b. Please list which libraries are NOT included in the data submitted for the "general" libraries. These can be main campus libraries or branch campus libraries.

For your convenience, a copy of your library's footnotes as they appear in the published *ARL Annual Salary Survey 1999-2000* is attached. Please indicate revisions, additions, and deletions as appropriate. If any footnotes published last year are unchanged, please mark them to indicate that they are still valid.

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 2000.**
Please contact Martha Kyrillidou at (202) 296-2296 or martha@arl.org for assistance.

INSTNO _____ Check here if this sheet is for Medical Library Only ___ Check here if this sheet is for Law Library only ___ Sheet Number _____

ARL Annual Salary Survey 2000-2001

University Library Questionnaire

Part II: Individual Data

Reporting Library _____

Confidential *Detach before mailing to the ARL Office* Name/ID	Line	Salary	Job	Sex	OEO cat	Yrs Exp	Rank	% App	Year Birth	Job Add	Lib Deg.	Other Deg.	Yrs. Lib.	**Ethnicity** Hispanic or Latino	**Race:** NatAm	**Race:** Asian	**Race:** Black	**Race:** HawPI	**Race:** White
	1																		
	2																		
	3																		
	4																		
	5																		
	6																		
	7																		
	8																		
	9																		
	10																		
	11																		
	12																		
	13																		
	14																		
	15																		
	16																		
	17																		
	18																		
	19																		
	20																		
	21																		
	22																		
	23																		
	24																		
	25																		

Please duplicate this sheet if you need additional lines, and return the completed questionnaire to the ARL Statistics and Measurement Program by **August 31, 2000**.
Please contact Martha Kyrillidou at (202) 296-2296 or martha@arl.org for assistance.

NONUNIVERSITY LIBRARY

Questionnaire and Instructions

ARL ANNUAL SALARY SURVEY 2000-2001

NONUNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

3. Report 2000-2001 salaries ***as they exist*** on July 1, 2000. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey. (If you had footnotes in 1999-2000, a copy is provided with this mailing for your reference.)

11. Provide the name of the reporting library and the name of the person who prepares the report.

12. Please return the questionnaire to the ARL Statistics and Measurement Program Office by **August 31, 2000.**

INSTNO _____

ARL Annual Salary Survey 2000-2001

Nonuniversity Library Questionnaire

Part I: Summary Data

Reporting Institution _____ Date Returned to ARL _____

Report Prepared by (name) _____

Title _____

Email address _____ Phone number _____

Contact person (if different) _____

Title _____

Email address _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1999-2000 and 2000-2001.

2. Median professional salary for fiscal year 2000-2001. _____

3. Beginning professional salary for 2000-2001. _____

4. Footnotes (please compare with footnotes from surveys of previous years)

   a. Law Library salaries are included.

   _____ Yes _____ No _____ We do not have a Law Library.

   b. Medical Library salaries are included.

   _____ Yes _____ No _____ We do not have a Medical Library.

   c. Branch libraries not included (please attach an additional sheet if necessary):

   _____

   _____

5. Other comments (please attach an additional sheet if necessary):

   _____

   _____

101

Indicate the number of filled professional positions
in each salary range for fiscal years 1999-2000 and 2000-2001.

	Number of Positions	
Salary Range	1999-2000	2000-2001
$200,000 or more		
175,000 – 199,999		
150,000 – 174,999		
140,000 – 149,999		
130,000 – 139,999		
120,000 – 129,999		
110,000 – 119,999		
100,000 – 109,999		
95,000 – 99,999		
90,000 – 94,999		
85,000 – 89,999		
80,000 – 84,999		
75,000 – 79,999		
70,000 – 74,999		
65,000 – 69,999		
60,000 – 64,999		
55,000 – 59,999		
50,000 – 54,999		
48,000 – 49,999		
46,000 – 47,999		
44,000 – 45,999		
42,000 – 43,999		
40,000 – 41,999		
38,000 – 39,999		
36,000 – 37,999		
34,000 – 35,999		
32,000 – 33,999		
30,000 – 31,999		
29,000 – 29,999		
28,000 – 28,999		
27,000 – 27,999		
26,000 – 26,999		
25,000 – 25,999		
24,000 – 24,999		
23,000 – 23,999		
22,000 – 22,999		
21,000 – 21,999		
Less than 21,000		
Total Number of Positions		

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 2000.**
Please contact Martha Kyrillidou at (202) 296-2296 or martha@arl.org for assistance.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

ALABAMA	Includes Gorgas, Bruno Business, Rodgers Science and Engineering, McLure Education, and Hoole Special Collections libraries.
ALBERTA	Includes the Winspear Business Reference Room and the H.T. Coutts Education, Humanities and Social Sciences, Faculté Saint-Jean, Office of Staff Development & Training, and Cameron libraries (Cameron includes Interlibrary Loans, Financial Systems and Analysis, Science and Technology Library, Bibliographic Services, and Information Technology Services).
ARIZONA STATE	Includes Hayden, Noble Science and Engineering, Architecture and Environmental Design, and Music libraries.
AUBURN	Includes Auburn University Libraries (main campus).
BOSTON UNIVERSITY	Includes Law, Medical, and Theology libraries; also, Special Collections in Mugar.
BOSTON COLLEGE	Includes O'Neill, Bapst, Educational Resource Center, Social Work, and Burn Rare Book libraries.
BRIGHAM YOUNG	Excludes Law library. Salaries reported for faculty only and do not include professional salaries for non-librarian positions.
BRITISH COLUMBIA	Includes Asian, David Lam Management, Education, Extension, Fine Arts, First Nation House of Learning, Walter C. Koerner, Main, Law, MacMillan, Mathematics, and Music libraries; Science and Engineering and Special Collections divisions; University Archives; and the Life Science libraries: Biomedical, Hamber, St. Paul's Hospital, and Woodward Biomedical.
BROWN	Includes the John Carter Brown Library.
CALIFORNIA, BERKELEY	Includes Doe, Moffitt, Bancroft, Anthropology, Art History/Classics, Astronomy-Mathematics-Statistics, Bioscience and Natural Resources, Business & Economics, Chemistry, East Asian (including Center for Chinese Studies), Earth Sciences, Education-Psychology, Engineering , Environmental Design, Music, Optometry, Physics, Public Health (including Health Sciences Information Services, and Occupational & Environmental Health), and Social Welfare libraries and the Northern Regional Library Facility. Excludes Architectural Slide, Continuing Education of the Bar, Earthquake Engineering, Ethnic Studies, Giannini, Institute of Governmental Studies, Institute of Industrial Relations, Institute of International Studies, Institute of Transportation Studies, Law, and Water Resources Center libraries. Also excluded are various departmental libraries: e.g., French, History, Philosophy, Rhetoric, and Slavic Languages and Literature. Librarians-only ranking includes five (5) levels: Assistant, Associate, Librarian, Assistant University Librarian, and Associate University Librarian. See California, Irvine note regarding UC salary scale changes.
CALIFORNIA, DAVIS	Includes Peter J. Shields; Physical Sciences and Engineering; Agricultural and Resource Economics; and the Carlson Health Sciences libraries on the Davis campus and the Medical Center Library in Sacramento. The Head of Serials also serves as the Head of Cataloging. See California, Irvine note regarding UC salary scale changes.

BEST COPY AVAILABLE

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

CALIFORNIA, IRVINE	The beginning professional salary reported is for librarians covered by the bargaining unit. Negotiations are currently underway between the University of California and the union representing UC librarians; a new salary scale for UC librarians has been proposed by the University. This new salary scale was implemented for non-represented librarians on July 1, 2000; the beginning professional salary for non-represented librarians is $36,276. Non-represented librarians are being transitioned to the new salary scale over a three-year period. Therefore, individual salaries reported in the survey for five (5) non-represented librarians are from the new salary scale; individual salaries reported in the survey for all represented librarians are from the old salary scale.
CALIFORNIA, LOS ANGELES	See California, Irvine note regarding UC salary scale changes.
CALIFORNIA, RIVERSIDE	Includes Rivera and Science libraries. See California, Irvine note regarding UC salary scale changes.
CALIFORNIA, SAN DIEGO	See California, Irvine note regarding UC salary scale changes.
CALIFORNIA, SANTA BARBARA	Includes main and Arts libraries. See California, Irvine note regarding UC salary scale changes.
CISTI	A minor change in the definition of which professional categories to include has resulted in a decline in the total number of professional staff reported over the 1999-2000 data.
CASE WESTERN RESERVE	Includes University and Harris libraries. Equity adjustments have been given to professional librarians effective FY 2000/2001. In the past we have reported salaries of individuals who have provided support for electronic library services and integrated library systems. Effective July 1, 2000 this group has been reassigned and only two positions are reporting directly to the library.
CHICAGO	Salaries for Law, Medical, and Science libraries are included in the reporting for the main library.
CINCINNATI	Includes main campus libraries and branch campuses at Clermont and Raymond Walters College.
COLORADO	Includes Norlin, Music, Business, Math/Physics, Engineering, and Earth Sciences libraries.
COLORADO STATE	Includes main library and Atmospheric Sciences and Veterinary Medicine branches.
CONNECTICUT	Includes branch campus libraries.
CORNELL	Includes Africana, Engineering, Entomology, Fine Arts, Geneva Experiment Station, Hotel Administration, Management, Mann, Math, Music, ILR, Olin, Kroch, Uris, Physical Sciences, and Veterinary Medicine libraries.
DARTMOUTH	Includes Baker Memorial, Feldberg Business and Engineering, Kresge Physical Sciences, Cook Mathematics, Sherman Art, Sanborn English, Paddock Music, Storage, and Rauner Special Collections libraries. Medical library data includes Dana Biomedical Library and Matthews-Fuller Health Sciences Library.
DELAWARE	Includes Morris, Agriculture, Chemistry, Marine Studies, and Physics libraries.

BEST COPY AVAILABLE

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

DUKE	Includes Perkins; Lilly; Vesic Library for Engineering, Mathematics and Physics; Biological and Environmental Sciences; Music; and Rare Book, Manuscript and Special Collections libraries. Also includes Fuqua School of Business Library and the Divinity School library, both of which are independent and separately administered.
EMORY	Includes Woodruff, Candler, Chemistry, Oxford College, and Theology libraries. Salaries effective September 1, 2000. Rank structure is used in Woodruff, Candler, and Chemistry libraries only.
FLORIDA	Includes George Smathers Libraries and one campus library.
GEORGE WASHINGTON	Includes Gelman, Eckles, and Virginia campus libraries. Includes salary for one administrative non-librarian position.
GEORGETOWN	Includes Reiss Science, Woodstock Theological, Bioethics, and National Center for Education in Maternal and Child Health libraries.
GEORGIA	Includes Main and Science libraries and the research facility libraries in Griffin, GA and Tifton, GA.
GUELPH	Includes MacLaughlin and Veterinary Science branch (on main campus) libraries.
HARVARD	Includes all libraries on the Boston and Cambridge campuses, including the Schlesinger Library at Radcliffe College. Excludes Biblioteca Berenson in Florence, Italy, and Center for Hellenic Studies and Dumbarton Oaks libraries in Washington, D.C.
HOUSTON	Includes M. D. Anderson, Architecture and Art, Music, Optometry, and Pharmacy libraries. Excludes O'Quinn Law Library.
ILLINOIS, CHICAGO	Excludes Library of the Health Sciences. Salaries effective September 1, 2000. Beginning salary for first-year Resident Librarians is $33,000. Beginning salary for tenure track positions is $37,000.
INDIANA	Excludes Indianapolis School of Law, Dentistry, and Medicine Library; IUPUI University, Herron School of Art, Columbus, and Science & Engineering libraries; and other campus libraries at IU East, IU Kokomo, IU Northwest, IU Southeast, IU South Bend, and IUPU at Fort Wayne.
IOWA STATE	Includes main library, one branch, and four reading rooms.
JOHNS HOPKINS	Excludes Applied Physics Laboratory and School of Advanced International Studies in Bologna, Italy. Figures from the Welch Medical Library include data from the Lilienfeld Library in the School of Hygiene and Public Health. Figures from the Welch Medical Library do not include the Genome Database or the Welch Laboratory for Applied Bioinformatics.

BEST COPY AVAILABLE.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

KANSAS	Salaries reported for the main library include the Lawrence and Edwards campuses. Salaries reported for the Medical library include the Dykes Library. Excludes University of Kansas School of Medicine Library (Wichita) and Clendening History of Medicine Library (Kansas City).
KENTUCKY	Includes William T. Young, Architecture, Art, Chemistry/Physics, Education, Engineering, Equine Center, Geological Sciences, Kentucky Transportation Center, Lexmark Technical, Mathematical Sciences, and Music libraries; Agriculture and Business & Economics information centers; and the Communications Reading Room.
LIBRARY OF CONGRESS	Salaries include professional and administrative positions.
LOUISIANA STATE	Includes Veterinary Medicine library.
McGILL	Includes Blackader-Lautermann, Blacker-Wood Biology, Education, Edward Rosenthall Mathematics & Statistics, Health Sciences, Howard Ross Management, Humanities & Social Sciences, Islamic Studies, Nahum Gelber Law, Macdonald Campus, Marvin Duchow Music, Osler, Physical Sciences & Engineering, and W. Hitschfeld Geographic Information Centre libraries; and the Birks Reading Room. Beginning professional salary for sessional librarians is Can $30,760 (US $20,898).
McMASTER	Salaries include increases effective June 16, 2000.
MANITOBA	Includes Elizabeth Dafoe, Albert D. Cohen Management, Sciences & Technology, Architecture/Fine Arts, Eckhardt-Grammate Music, Willam R. Newman Agricultural, D. S. Woods Education, Fr. Harold Drake, and St. John's College libraries.
MASSACHUSETTS	Includes Du Bois, Biological Sciences, Music, and Physical Sciences and Engineering libraries.
MIAMI	Includes Richter, Music, Business, Architecture, and Marine Science libraries. Excludes Law and Medical libraries.
MICHIGAN	Includes University Library (Ann Arbor campus). Excludes Bentley, Clements, Kresge Business, and dormitory libraries. Beginning law salary is $41,000 without J.D., $46,000 with J.D.
MINNESOTA	Does not track race and ethnicity at this time.
MISSOURI	Includes Main, Math, Journalism, Engineering, Newspaper, Geology, and Veterinary Medicine libraries; also includes Archives.
NATIONAL AGRICULTURAL LIBRARY	All salaries are now tracked with benefits.
NEBRASKA	Includes all University of Nebraska–Lincoln campus libraries (Love, Architecture, Biological Sciences, Chemistry, Engineering, Geology, Mathematics, Music, Physics, and C. Y. Thompson).
NEW MEXICO	Excludes Bainbridge Bunting Slide Library, College of Education Tireman Education Resource Center, Harwood Foundation, Native American Studies Center Library, Gallup Branch Campus Library, Los Alamos Branch Campus Library, Santa Fe Graduate Center Library, Taos Education Center, and Valencia Branch Campus. The UNM Health Sciences Center, Law, and the UNM General libraries are autonomous libraries, administered and funded separately from one another. Medical Library did not report a separate beginning salary.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

NEW MEXICO (cont.)	Notes on the four-step rank: 1= lecturer, 2= assistant professor, 3=associate professor, 4=professor.
NEW YORK PUBLIC LIBRARY	Excludes positions at branch libraries.
NEW YORK UNIVERSITY	Includes Elmer Holmes Bobst, Courant Institute of Mathematics, Jack Brause Real Estate, and Institute of Fine Arts libraries.
NORTH CAROLINA STATE	Includes main campus and branch campus libraries (Design, Natural Resources, Textiles, and Veterinary Medicine), and separately administered (Learning Resources).
NOTRE DAME	Includes both campus and branch libraries.
OHIO	Excludes Ohio University campus libraries in Chillicothe, Eastern, Lancaster, Southern, and Zanesville.
OHIO STATE	Includes the main campus and regional campus libraries as well as the libraries of the Agricultural Technical Institute and the Ohio Agricultural Research and Development Center. Excludes several specialized departmental research libraries on the main campus that are not part of the University Libraries system.
OKLAHOMA	Includes Architecture, Chemistry/Math, Engineering, Fine Arts, Geology, and Physics/Astronomy libraries.
OKLAHOMA STATE	Includes main campus libraries: Edmon Low, Architecture, Curriculum Materials, Patent & Trademark, and Veterinary Medicine. Also included are branch campus libraries in Tulsa, Oklahoma City, and Okmulgee. Medical salary figures are for the College of Osteopathic Medicine library. Library faculty on the main campus will receive a salary increase averaging 3% beginning on October 1, 2000. Increases for each position will be based upon merit and certain other variables. A new beginning professional salary of $32,500 will also take effect on October 1.
OREGON	Includes the Knight, Science & Math, Architecture & Allied Arts, and Map & Aerial Photography libraries.
PENNSYLVANIA STATE	Includes main campus and branches libraries at Abington College, Altoona College, Beaver, Behrend College, Berks-Lehigh Valley College, Capital College, Delaware County, DuBois, Fayette, Penn State Great Valley, Hazleton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton, and York.
PITTSBURGH	Includes the University Library System. Excludes Law, Titusville, Johnstown, Bradford, and Greensburg libraries.
PRINCETON	Includes main and branch libraries.
PURDUE	Includes the library system on the West Lafayette campus consisting of fifteen (15) departmental libraries under a single library management. Excludes regional campus libraries: Purdue Calumet, Purdue North Central, and Purdue Fort Wayne.

BEST COPY AVAILABLE

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

RICE	To enable focused leadership and longer-term planning for information services as they pertain to the support of the University's research and teaching mission, Rice University has made the strategic decision to administer jointly its library and its Information Technology Department through the Vice Provost and the University Librarian. This change has resulted in significant increases in numbers of professional staff, salaries, and other operating expenditures reported in this year's statistics.
	Five cases missing years of experience information.
ROCHESTER	Includes River Campus, Edward G. Miner Medical, and Sibley Music libraries.
	Beginning salary for Sibley Music Library is $30,000.
	Last year's survey reported fifty-six (56) positions, mistakenly excluding nine (9) positions from the Sibley Music Library.
RUTGERS	Includes the New Brunswick Libraries (comprised of Alexander, Mabel Smith Douglass, and Kilmer Area libraries and the Library of Science and Medicine and branches), the John Cotton Dana Library, Paul Robeson Library, and Technical and Automated Services.
	Excludes Center for Alcohol Studies and School of Management and Labor Relations libraries.
	Number of employees reported is based on those working in the library as of July 2, 2000.
SOUTH CAROLINA	Includes Thomas Cooper, South Caroliniana, Music, Business, and Mathematics libraries.
SOUTHERN CALIFORNIA	Exludes Law library.
STANFORD	Did not report years of experience information.
SUNY ALBANY	Includes Main, Science, and Dewey Graduate libraries.
SUNY BUFFALO	Includes University Archives, Central Technical Services, General Libraries Access Services, and Lockwood, Music, Poetry/Rare Books, Science & Engineering, Undergraduate, and Architecture and Planning libraries.
SYRACUSE	Includes E.S. Bird, Science & Technology, Mathematics, Geology, and Physics libraries and the Belfer Audio Archive and Laboratory.
TENNESSEE	Includes main and branch libraries.
TEXAS	Includes Center for American History, General Libraries, and the Harry Ransom Humanities Research Center.
TEXAS A&M	Eliminated the Instructor ranking as of September 1, 1999.
TEXAS TECH	Includes the University Library; the Architecture, Southwest/Special Collections, and International Cultural Center libraries; and the Vietnam Archive.
	Health Sciences library has four (4) ranks for staff.
	Salaries are effective September 1, 2000.
TORONTO	Includes Robarts, Engineering, OISE, Dentistry, Chemistry, School of Management, Physics, Faculty of Information Services, Audio Visual, Scarborough College, Astronomy, Rare Book, Criminology, Music, University Archives, St. Michael's College, New College, Earth Sciences, East Asian, Erindale (at Mississauga), and the Centre for Industrial Relations libraries.
UTAH	Includes Marriott Library.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 2000-2001

VANDERBILT	Includes Central, Divinity, Education, Management, Music, and Science and Engineering libraries; the Special Collections & University Archives; and Centralized Technical Services.
VIRGINIA	Includes Graduate Business, Fine Arts, Education, Music, Science & Engineering, Undergraduate, Biology/Psychology, Chemistry, Math, Physics, and Astronomy libraries.
	Salaries effective July 1, 2000.
WASHINGTON	Includes the University Libraries on the Seattle campus.
	Excludes campus libraries at Bothell and Tacoma.
WASHINGTON STATE	Includes Pullman, Spokane, Tri-Cities, Vancouver, and Energy libraries and the Intercollegiate Center for Nursing Education (ICNE).
WASHINGTON U.-ST. LOUIS	Includes Central, Art & Architecture, Biology, Business, Chemistry, East Asian, Earth & Planetary Sciences, Mathematics, Music, Physics, and Social Work libraries.
WATERLOO	Includes Dana Porter, Davis Centre, and University Map and Design libraries.
WAYNE STATE	Includes Science and Engineering, Purdy/Kresge, Undergraduate, and Oakland Center libraries.
	Excludes Reuther Archives of Labor and Urban Affairs.
WESTERN ONTARIO	Includes D.B. Weldon, Business, Education, and Music libraries.
	Excludes affiliated college libraries (King's College, Brescia College, and Huron College).
WISCONSIN	Includes Steenbock Agriculture, Kohler Art, Biology, Business, Chemistry, College, Geography, Geology and Geophysics, Kleene Mathematics, Memorial, Mills Music, Physics, Somers Social Science Reference, and Franks Social Work libraries.
	Excludes Wendt Engineering, Library School, and Education libraries.
YORK	Includes Leslie Frost, Law, Map, Scott, Sound and Moving Image, and Steacie Science libraries; Archives and Special Collections; and Business & Government Publications.
	Includes administrative stipends.

BEST COPY AVAILABLE

APPENDIXES

APPENDIX A

ARL MEMBER LIBRARIES

The Association of Research Libraries (ARL) represents the interests of 122 libraries that serve major North American research institutions. ARL operates as a forum for the exchange of ideas and as an agent for collective action to influence the forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement program is organized around identifying, collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. The program offers publications and special member services, and collaborates with other national and international library statistics programs. Data collected include salaries, library holdings, expenditures, staff, interlibrary lending, and preservation activities.

The members of the Association are:

Institution	Category	Full Name of Institution	Location
Alabama	S	University of Alabama	Tuscaloosa, Alabama
Alberta	C	University of Alberta	Edmonton, Alberta
Arizona	S	University of Arizona	Tucson, Arizona
Arizona State	S	Arizona State University	Tempe, Arizona
Auburn	S	Auburn University	Auburn, Alabama
Boston	P	Boston University	Boston, Massachusetts
Boston College	P	Boston College	Chestnut Hill, Massachusetts
Brigham Young	P	Brigham Young University	Provo, Utah
British Columbia	C	University of British Columbia	Vancouver, British Columbia
Brown	P	Brown University	Providence, Rhode Island
California, Berkeley	S	University of California, Berkeley	Berkeley, California
California, Davis	S	University of California, Davis	Davis, California
California, Irvine	S	University of California, Irvine	Irvine, California
California, Los Angeles	S	University of California, Los Angeles	Los Angeles, California
California, Riverside	S	University of California, Riverside	Riverside, California
California, San Diego	S	University of California, San Diego	La Jolla, California
California, Santa Barbara	S	University of California, Santa Barbara	Santa Barbara, California
Case Western Reserve	P	Case Western Reserve University	Cleveland, Ohio
Chicago	P	University of Chicago	Chicago, Illinois
Cincinnati	S	University of Cincinnati	Cincinnati, Ohio
Colorado	S	University of Colorado	Boulder, Colorado
Colorado State	S	Colorado State University	Fort Collins, Colorado
Columbia	P	Columbia University	New York, New York
Connecticut	S	University of Connecticut	Storrs, Connecticut
Cornell	P	Cornell University	Ithaca, New York
Dartmouth	P	Dartmouth College	Hanover, New Hampshire
Delaware	S	University of Delaware	Newark, Delaware
Duke	P	Duke University	Durham, North Carolina
Emory	P	Emory University	Atlanta, Georgia
Florida	S	University of Florida	Gainesville, Florida
Florida State	S	Florida State University	Tallahassee, Florida
George Washington	P	George Washington University	Washington, D.C.
Georgetown	P	Georgetown University	Washington, D.C.
Georgia	S	University of Georgia	Athens, Georgia
Georgia Tech	S	Georgia Institute of Technology	Atlanta, Georgia
Guelph	C	University of Guelph	Guelph, Ontario
Harvard	P	Harvard University	Cambridge, Massachusetts
Hawaii	S	University of Hawaii	Honolulu, Hawaii
Houston	S	University of Houston	Houston, Texas
Howard	P	Howard University	Washington, D.C.
Illinois, Chicago	S	University of Illinois at Chicago	Chicago, Illinois
Illinois, Urbana	S	University of Illinois at Urbana	Urbana, Illinois
Indiana	S	Indiana University	Bloomington, Indiana
Iowa	S	University of Iowa	Iowa City, Iowa
Iowa State	S	Iowa State University	Ames, Iowa
Johns Hopkins	P	Johns Hopkins University	Baltimore, Maryland
Kansas	S	University of Kansas	Lawrence, Kansas
Kent State	S	Kent State University	Kent, Ohio
Kentucky	S	University of Kentucky	Lexington, Kentucky
Laval	C	Laval University	Quebec
Louisiana State	S	Louisiana State University	Baton Rouge, Louisiana
McGill	C	McGill University	Montreal, Quebec
McMaster	C	McMaster University	Hamilton, Ontario
Manitoba	C	University of Manitoba	Winnipeg, Manitoba
Maryland	S	University of Maryland	College Park, Maryland

S=U.S. public university P=U.S. private university N=U.S. nonuniversity library C=Canadian university X=Canadian nonuniversity

BEST COPY AVAILABLE

Institution	Category	Full Name of Institution	Location
Massachusetts	S	University of Massachusetts	Amherst, Massachusetts
MIT	P	Massachusetts Institute of Technology	Cambridge, Massachusetts
Miami	P	University of Miami	Coral Gables, Florida
Michigan	S	University of Michigan	Ann Arbor, Michigan
Michigan State	S	Michigan State University	East Lansing, Michigan
Minnesota	S	University of Minnesota	Minneapolis, Minnesota
Missouri	S	University of Missouri	Columbia, Missouri
Nebraska	S	University of Nebraska-Lincoln	Lincoln, Nebraska
New Mexico	S	University of New Mexico	Albuquerque, New Mexico
New York	P	New York University	New York, New York
North Carolina	S	University of North Carolina	Chapel Hill, North Carolina
North Carolina State	S	North Carolina State University	Raleigh, North Carolina
Northwestern	P	Northwestern University	Evanston, Illinois
Notre Dame	P	University of Notre Dame	Notre Dame, Indiana
Ohio	S	Ohio University	Athens, Ohio
Ohio State	S	Ohio State University	Columbus, Ohio
Oklahoma	S	University of Oklahoma	Norman, Oklahoma
Oklahoma State	S	Oklahoma State University	Stillwater, Oklahoma
Oregon	S	University of Oregon	Eugene, Oregon
Pennsylvania	P	University of Pennsylvania	Philadelphia, Pennsylvania
Pennsylvania State	S	Pennsylvania State University	University Park, Pennsylvania
Pittsburgh	S	University of Pittsburgh	Pittsburgh, Pennsylvania
Princeton	P	Princeton University	Princeton, New Jersey
Purdue	S	Purdue University	West Lafayette, Indiana
Queen's	C	Queen's University	Kingston, Ontario
Rice	P	Rice University	Houston, Texas
Rochester	P	University of Rochester	Rochester, New York
Rutgers	S	Rutgers University	New Brunswick, New Jersey
Saskatchewan	C	University of Saskatchewan	Saskatoon, Saskatchewan
South Carolina	S	University of South Carolina	Columbia, South Carolina
Southern California	P	University of Southern California	Los Angeles, California
Southern Illinois	S	Southern Illinois University	Carbondale, Illinois
Stanford	P	Stanford University	Stanford, California
SUNY-Albany	S	State University of New York at Albany	Albany, New York
SUNY-Buffalo	S	State University of New York at Buffalo	Buffalo, New York
SUNY-Stony brook	S	State University of New York at Stony Brook	Stony Brook, New York
Syracuse	P	Syracuse University	Syracuse, New York
Temple	S	Temple University	Philadelphia, Pennsylvania
Tennessee	S	University of Tennessee	Knoxville, Tennessee
Texas	S	University of Texas	Austin, Texas
Texas A&M	S	Texas A&M University	College Station, Texas
Texas Tech	S	Texas Tech	Lubbock, Texas
Toronto	C	University of Toronto	Toronto, Ontario
Tulane	P	Tulane University	New Orleans, Louisiana
Utah	S	University of Utah	Salt Lake City, Utah
Vanderbilt	P	Vanderbilt University	Nashville, Tennessee
Virginia	S	University of Virginia	Charlottesville, Virginia
VPI & SU	S	Virginia Polytechnic Institute & State University	Blacksburg, Virginia
Washington	S	University of Washington	Seattle, Washington
Washington State	S	Washington State University	Pullman, Washington
Washington U.-St. Louis	P	Washington University	St. Louis, Missouri
Waterloo	C	University of Waterloo	Waterloo, Ontario
Wayne State	S	Wayne State University	Detroit, Michigan
Western Ontario	C	University of Western Ontario	London, Ontario
Wisconsin	S	University of Wisconsin	Madison, Wisconsin
Yale	P	Yale University	New Haven, Connecticut
York	C	York University	North York, Ontario
Boston Public Library	N	Boston Public Library	Boston, Massachusetts
Canada Inst. SciTech Info	X	Canada Inst. for Scientific & Technical Information	Ottawa, Ontario
Center for Research Libs.	N	Center for Research Libraries	Chicago, Illinois
Library of Congress	N	Library of Congress	Washington, D.C.
Natl. Agricultural Lib.	N	National Agricultural Library	Beltsville, Maryland
Natl. Library of Canada	X	National Library of Canada	Ottawa, Ontario
Natl. Library of Medicine	N	National Library of Medicine	Bethesda, Maryland
New York Public Library	N	New York Public Library	New York, New York
New York State Library	N	New York State Library	Albany, New York
Smithsonian Institution	N	Smithsonian Institution	Washington, D.C.

S=U.S. public university P=U.S. private university N=U.S. nonuniversity library C=Canadian university X=Canadian nonuniversity

BEST COPY AVAILABLE

APPENDIX B

TABLE NUMBERING CHANGES 1998-99 TO 1999-2000

From 1998-99 to 1999-2000 a number of new tables were added to *ARL Annual Salary Survey* publication and some old tables were renumbered. As a result of these changes, a new section was added, entitled **U.S. ARL University Libraries,** which includes Tables 26 and 29. Two new tables showing averages for all U.S. and Canadian institutions were also included as Table 3 and Table 4. The table below maps the old table-numbering scheme to the new one for purposes of comparison.

Old	New	
		SALARY LEVELS FOR STAFF IN ARL LIBRARIES
1	1	Distribution by Salary Level
12	2	Salary Trends in ARL University Libraries
N/A	3	Salary Trends in U.S. ARL University Libraries
N/A	4	Salary Trends in Canadian ARL University Libraries
		ARL NONUNIVERSITY LIBRARIES
2	5	Median and Beginning Professional Salaries in ARL Nonuniversity Libraries
3	6	Salary Trends in ARL Nonuniversity Libraries
		ARL UNIVERSITY LIBRARIES
4	7	Filled Positions; Average, Median, Beginning Professional Salaries; And Average Years of Professional Experience in ARL University Libraries, FY 1999-2000
5	8	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
6	9	Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
7	10	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
8	11	Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
9	12	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1998-99
10	13	Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1999-2000
11	14	Average, Median, and Beginning Professional Salaries in ARL UniversityLibraries; Summary of Rankings, FYs 1996-97 to 1999-2000
13	15	Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 1999-2000
14	16	Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 1999-2000
15	17	Number and Average Salaries of ARL University Librarians by Position and Sex, FY 1999-2000
17	18	Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 1999-2000
19	19	Number and Average Salaries of ARL University Librarians by Years of Experience and Sex, FY 1999-2000
21	20	Average Salaries of ARL University Librarians by Years of Experience, FY 1999-2000
22	21	Number and Average Salaries of ARL University Librarians by Position and Type of Institution, FY 1999-2000
22b	22	Years of Experience of ARL University Librarians by Position and Type of Institution, FY 1999-2000
23	23	Number and Average Salaries of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
23b	24	Years of Experience of ARL University Librarians by Position and Size of Professional Staff, FY 1999-2000
24	25	Average Salaries of ARL University Librarians by Position and Geographic Region, FY 1999-2000

BEST COPY AVAILABLE

Old	New	
		U.S. ARL UNIVERSITY LIBRARIES
N/A	26	Average Salaries of U.S. ARL University Librarianss by Position and Years of Expereince, FY 1999-2000
16	27	Number and Average Salaries of Minority U.S. ARL University Librarians by Position and Sex, FY 1999-2000
18	28	Number and Average Years of Experience of Minority U.S. ARL University Librarians by Position and Sex, FY 1999-2000
N/A	29	Number and Average Salaries of U.S. ARL University Librarians by Years of Experience and Sex, FY 1999-2000
20	30	Number and Average Salaries of Minority U.S. ARL University Librarians by Years of Experience and Sex, FY 1999-2000
		CANADIAN ARL UNIVERSITY LIBRARIES
25	31	Filled Positions; Average, Median, and Beginning Professional Salaries; and Average Years of Professional Experience in Canadian ARL University Libraries, FY 1999-2000
26	32	Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 1999-2000
27	33	Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 1999-2000
28	34	Number and Average Salaries of Canadian ARL University Librarians by Years of Experience and Sex, FY 1999-2000
		ARL UNIVERSITY MEDICAL LIBRARIES
29	35	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Professional Experience in ARL University Medical Libraries, FY 1999-2000
30	36	Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999-2000
31	37	Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999-2000
32	38	Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1999-2000
33	39	Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 1999-2000
34	40	Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 1999-2000
35	41	Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 1999-2000
		ARL UNIVERSITY LAW LIBRARIES
36	42	Filled Positions; Average, Median, Beginning Professional Salaries; and Average Years of Experience in ARL University Law Libraries, FY 1999-2000
37	43	Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999-2000
38	44	Median Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999-2000
39	45	Average Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1999-2000
40	46	Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 1999-2000
41	47	Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, FY 1999-2000
42	48	Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 1999-2000

BEST COPY AVAILABLE

ARL Statistics and Measurement Program
PUBLICATIONS AND SERVICES
http://www.arl.org/

ARL Academic Law and Medical Library Statistics
ISSN 1088-1093 • Back issues are available • Standing order offered
Yearly report of data for collections' size and growth, materials and operating expenditures, staffing, and public service activities in ARL university law and medical libraries. Includes comparisons to the larger research collections at each university.

ARL Preservation Statistics
ISSN 1050-7442 • Back issues are available • Standing order offered
Annual compilation of data on current levels of preservation efforts and reports on the key organizational, functional, and fiscal components comprising ARL preservation programs.

ARL Statistics
ISSN 0147-2135 • Back issues are available • Standing order offered
Annual compilation of data on collection size and growth, materials and operating expenditures, staffing, and library services. The most comprehensive resource for information on research library operations and trends.

Developing Indicators for Academic Library Performance: Ratios from the ARL Statistics
ISSN 1084-9459 • Back issues are available • Standing order offered
Presents 30 selected ratios that describe changes in internal library operations, as well as resources per faculty and per student, for ARL university libraries over a two-year period.

User Surveys in Academic Libraries
This workshop presents the basic concepts and steps for conducting a user survey: defining objectives, sampling, measurement scales, logistics, data analysis, and report writing.

Electronic Publishing of Data Sets on the World Wide Web
This three-day workshop is designed for librarians, information professionals, and educators. It provides hands-on experience in developing interfaces for publishing and analyzing social, economic, and other numeric data sets on the WWW.

Customized Services
For any dataset produced by ARL, one can request comparative institutional data and ARL will perform the analysis and provide tables and reports in the format best suited to the need.

For more information on any of these products or services, please contact Martha Kyrillidou, Senior Program Officer for Statistics and Measurement, at 202-296-2296 or email <martha@arl.org>

ARL Annual Salary Survey

Association of Research Libraries

2000-01

116